

INTERNAL AFFAIRS REPORT

INTERNAL AFFAIRS NUMBER: F2017-001A

INVESTIGATION DIRECTED BY: County Administrator Jack Brown

DATE DIRECTED: September 19, 2017

DATE COMPLETED: November 20, 2017

INVESTIGATING OFFICER: Sergeant Jerry Champion

COMPLAINANT: Firefighter

MEMBER(S) OF DEPARTMENT INVOLVED: Firefighter Christopher Watson

OFFICER WITNESSES: Fire Lieutenant Joseph Martin
Firefighter Jonathan Page
Fire Lieutenant Daniel Mills
Firefighter John Sims (Clearwater, FL)
Fire Lieutenant Charles McGuffey
Firefighter Edward Harrison

CIVILIAN WITNESSES: Mister

EVIDENCE: Journal (Submitted by Firefighter Santa Rosa Sheriff's Office Offense Report
SRSO16OFF008212 (Dated 08-29-2016), and Witness Statements

SUMMARY OF COMPLAINT:

On September 19, 2017, County Administrator Jack Brown ordered an investigation by Internal Affairs into allegations of misconduct pertaining to Escambia County Fire Rescue. The investigation originated from a harassment complaint reported by Escambia County Fire Rescue Firefighter

DETAILS OF INVESTIGATION:

The investigation originated from a complaint of harassment reported by Escambia County Fire Rescue Firefighter . Firefighter alleged she had been the victim of harassment during a period of time approximated from June 20, 2015, thru August 2017.

On September 11, 2017, I met with Assistant County Administrator Matthew Coughlin. Mr. Coughlin provided me with the case materials (a twenty-four page typed journal) submitted by Firefighter

A review of Firefighter journal reflected incidents of workplace harassment, sexual harassment, a hostile work environment and miscellaneous policy violations. Amongst the miscellaneous issues was the matter of an alleged fight between Firefighter Christopher

Watson. The *journal* prompted my review of Escambia County Fire Rescue Standard Operating Guidelines (SOG) and Rules, Policies, and Guidelines. These documents are accessible to the public via myescambia.com, Fire Rescue, under the Standard Operating Guidelines tab. An immediate observation was noted in the fact there were:

- Ninety-six (96) documents reviewed.
- The document headers reflected a history of six (6) different Fire Chiefs:
 1. Edwards (4 documents)
 2. Grace (20 documents)
 3. Perkins (49 documents)
 4. Sanders (9 documents)
 5. Spillman (4 documents)
 6. Williams (8 documents)
- There are sixty-three (63) SOG's that have never been revised. Some having no revisions were implemented as early as 2004 and 2005.
- The SOG for DEFINITIONS defines Gender: *Within this manual, the words "he" and "his" shall be construed to refer to both genders.*
- Seven (7) documents were gender specific to males stating he, his, or him.
- Four (4) documents specified both male and female genders stating his, her, he, and she.
- A mere observation would be an adaptation to the SOG's replacing gender specific terms and implementing the title of *Firefighter* or *Member* to be all inclusive for any gender.
- **1105.003 SOG Implementation** prescribes: **NEW & REVISED GUIDELINES** *Any member of the organization can submit a recommendation for the implementation or revision of a standard operating guideline. However, personnel must follow the proper procedure in submitting such recommendations.*

ECFR SOG Review				
Policy	Him / He / His	Chief	Implemented	Revised
Preface	Clear	N/A	N/A	N/A
1011.045	Clear	Perkins	08/01/04	No Revision
1105.003	Clear	Perkins	01/03/05	05/12/08
1105.005	Clear	Perkins	01/03/05	05/13/08
1105.010	Clear	Perkins	01/03/05	No Revision
1105.015	Clear	Perkins	01/09/03	10/29/03
1110.005	Clear	Grace	08/01/04	07/22/14
1110.010	Clear	Perkins	01/03/05	05/13/08
1110.015	Clear	Grace	05/13/08	07/22/14
1110.017	Clear	Grace	08/01/04	04/19/17

1110.020	Clear	Perkins	08/01/04	No Revision	
1110.025	Clear	Perkins	08/01/04	08/14/06	
1110.030	Clear	Perkins	08/01/04	08/14/06	
1110.032	Clear	Grace	04/10/14	No Revision	
1110.033	Clear	Perkins	01/03/05	No Revision	
1110.035	Clear	Perkins	08/01/04	08/14/06	
1110.040	Clear	Grace	08/01/04	03/12/13	
1110.050	Clear	Perkins	08/01/04	No Revision	
1110.055	Clear	Perkins	08/01/04	08/14/06	
1110.065	Clear	Perkins	08/01/04	10/12/14	
1110.070	Clear	Perkins	08/01/04	No Revision	
1110.085	HIS – EVALUATION	Grace	06/25/01	07/22/14	***
1110.090	Clear	Perkins	07/15/01	12/02/03	
1110.095	Clear	Perkins	09/19/06	No Revision	
1110.100	Clear	Edwards	01/05/10	No Revision	
1115.005	Clear	Perkins	08/01/04	10/22/07	
1115.010	Clear	Sanders	12/28/10	No Revision	
1125.005	Clear	Perkins	01/09/09	No Revision	
1125.010	Clear	Perkins	01/09/09	No Revision	
1130.005	Clear	Perkins	07/08/08	No Revision	
1135.005	Clear	Perkins	10/01/08	No Revision	
1140.010	Clear	Perkins	08/29/03	08/01/04	
Policy	Him / He / His	Chief	Implemented	Revised	
1205.005	HIS – DOCUMENT.	Perkins	11/09/05	No Revision	***
1205.015	Clear	Grace	09/25/01	10/14/13	
1205.020	Clear	Perkins	07/29/08	No Revision	
1205.025	Clear	Sanders	12/28/10	No Revision	
1205.030	Clear	Spillman	07/12/11	No Revision	
1210.005	Clear	Perkins	08/01/04	No Revision	
1215.005	Clear	Perkins	10/01/99	05/01/00	
1215.010	Clear	Grace	10/18/13	No Revision	
1220.005	Clear	Perkins	10/01/08	04/01/09	
1225.005	Clear	Perkins	04/12/05	No Revision	
1225.010	Clear	Williams	01/27/11	No Revision	
1225.015	Clear	Grace	02/14/11	04/18/17	
1225.020	Clear	Grace	02/15/11	07/23/14	

1225.025	Clear	Williams	02/15/11	No Revision	
1225.030	Clear	Grace	06/23/08	02/01/13	
1230.010	Clear	Grace	02/01/10	07/23/14	
1230.015	Clear	Williams	01/26/11	No Revision	
2100.005	HIM – P.E.P.S (PAGE 2)	Williams	02/15/11	No Revision	***
2100.010	Clear	Williams	02/15/11	No Revision	
2300.010	HE – JR. FIREFIGHTER HIS – JR. FIREFIGHTER	Grace	05/23/12	12/14/15	***
3100.025	Clear	Williams	02/14/11	No Revision	
3105.005	Clear	Grace	11/26/05	07/22/14	
3105.010	Clear	Perkins	05/31/06	No Revision	
3105.015	Clear	Perkins	11/29/05	No Revision	
3105.020	Clear	Perkins	09/19/06	No Revision	
3200.005	Clear	Edwards	11/03/09	No Revision	
3200.010	Clear	Grace	02/01/13	No Revision	
3300.005	Clear	Perkins	02/08/07	No Revision	
3300.010	Clear	Perkins	02/08/07	No Revision	
3300.015	Clear	Perkins	02/08/07	No Revision	
3300.020	Clear	Perkins	02/08/07	No Revision	
3300.025	Clear	Perkins	02/08/07	No Revision	
3300.030	Clear	Perkins	02/08/07	12/15/09	His/Her
3300.035	Clear	Perkins	03/13/07	No Revision	
Policy	Him / He / His	Chief	Implemented	Revised	
3300.040	Clear	Perkins	03/13/07	No Revision	
3300.045	Clear	Perkins	03/13/07	No Revision	
3300.050	Clear	Perkins	03/21/07	No Revision	He/She
3300.055	Clear	Perkins	03/21/07	No Revision	
3300.060	Clear	Perkins	03/21/07	No Revision	
3500.005	Clear	Perkins	04/12/05	No Revision	
3500.010	Clear	Perkins	12/06/05	No Revision	
3500.015	Clear	Sanders	07/07/10	No Revision	His/Her
3500.020	Clear	Spillman	04/12/11	No Revision	
3500.025	Clear	Grace	12/21/12	No Revision	
4100.012	Clear	Sanders	12/01/05	11/16/10	
4100.020	Clear	Perkins	12/17/05	No Revision	
4100.030	Clear	Perkins	01/14/06	No Revision	
4100.035	Clear	Perkins	01/11/06	No Revision	

4100.040	Clear	Unknown	05/13/09	No Revision	
4100.045	Clear	Sanders	11/16/10	No Revision	
4100.050	Clear	Sanders	11/22/10	No Revision	
4100.055	HIS – DROWNING	Sanders	11/22/10	No Revision	***
4100.060	HIS – DEFINITION	Sanders	12/29/10	No Revision	***
4100.065	Clear	Spillman	02/14/12	No Revision	
4100.070	Clear	Grace	05/21/14	No Revision	He/She
4100.075	HIS – PROCEDURE	Grace	05/22/15	No Revision	***
4100.080	Clear	Grace	10/26/15	No Revision	
4100.085	Clear	Grace	08/12/16	No Revision	
5100.005	Clear	Williams	01/05/10	01/25/11	
5200.005	Clear	Edwards	01/05/10	No Revision	
5200.010	Clear	Williams	01/26/11	No Revision	
7100.010	Clear	Edwards	12/15/06	09/24/09	
8100.005	HIM – STATION EVACS	Spillman	09/07/05	10/08/12	
8100.010	HIS – IV-6 SECT A.	N/A	N/A	N/A	
	HIS – V3 RELOCATION GROUP RESPONSIBILITIES				
	HIS – APPENDIX F				

As it pertains to the miscellaneous allegations relating to the business/behavior of the International Association of Firefighters (IAFF) Local 4131; those matters are covered under the scope of the COLLECTIVE BARGAINING AGREEMENT BETWEEN THE ESCAMBIA COUNTY BOARD OF COUNTY COMMISSIONERS AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 4131 2015-2018. Specifically, **Article 24 Non-Discrimination** (Page 36), *The County agrees not to discriminate against any employee because of race, color, religion, age, handicap, national origin, sex, marital status, or IAFF membership or non-membership for any reason prohibited under Florida Statutes or any Federal Law. Any claim of discrimination or sexual harassment by any employee of the County, their agents, representatives, or their employees except for grievances related to IAFF membership, shall only be subject to methods or review prescribed by law or by rules and regulations having the force and effect of law.*

FIREFIGHTER

Over the course of two (2) days (September 27, 2017, 0840 thru 1646 hours, and September 28, 2017, 1315 thru 1505 hours) I interviewed Firefighter _____ at the Escambia County Governmental Complex located at 221 Palafox Place in Pensacola, Florida. Firefighter _____ was accompanied by Attorney Jeremy Branning. Both she and her Representative agreed to a request of confidentiality. The journal submitted by Firefighter _____ contained many allegations specific to Firefighter Christopher Watson; that is the focus of this narrative plus a brief history of other relevant matters. The following narrative may contain witness statements addressing other matters not specific to the allegations made against Firefighter Watson. FF _____ established she was employed with Escambia County Fire Rescue (ECFR) in October

2015. Her background as a firefighter included volunteer work beginning in high school where she attended the Fire Academy for Firefighter I status. She worked four (4) years with the Auburn Fire Division in Auburn, Alabama as a Career Fire EMT and attended Fire Academy for three-hundred and sixty hours (360). She then attended the Florida Fire Academy where she achieved Firefighter II status.

NOTE: The Firefighter "Minimum Standards Course", or Firefighter II certification, is a statutory requirement to be employed as a Firefighter in the State. This course provides the basic fundamental knowledge and skills to function in a fire fighting environment. The course consists of Firefighting part I and Firefighting part II curriculum. The part I curriculum is a minimum of 206 hours and part II is an additional 192 hours.

[Source: The Bureau of Fire Standards and Training – Florida Department of Financial Services, <https://myfloridacfo.com/division/sfm/bfst/standards/default.htm>]

Addressing the "journal," FF [redacted] explained her [redacted] had first presented the issues to Chief Patrick Grace on June 16, 2017. She said, *"I was refused to go to that meeting because the Chief (Chief Grace) said H.R. would have to be involved, so he asked to just meet with my [redacted] – and my [redacted] met with him and three other chief officers, which was not the original agreement, and my [redacted] went through event by event with the four officers of the department."* FF [redacted] explained that a copy of the "journal" was provided during a meeting she had with County Administrator Jack Brown, Attorney Alison Rogers and Assistant County Administrator Matthew Coughlin. Giving a brief synopsis of evolving issues she explained saying, *"It started before I even was hired with Escambia County. I noticed it seemed the firefighters had not been around a female firefighter in the career aspect before. Um, so I noticed that there were things that were a little over the line. The more they built up, my father told me to keep a journal of the things that were going on. I was reporting the different incidents to my lieutenant, and letting other people know what was going on. Things were not being handled. I eventually got it to my battalion chief – I would just be moved to other stations. Um, and it just continued to go and go and go. I wanted the Department to get better. When it got to a point I wasn't handling it – uh, I didn't want to handle it anymore, I decided I just was gonna go to the Fire Chief. That's when the Fire Chief decided not to meet with me, and he decided to meet with my [redacted] instead. That's when they got the information that was in this journal. They said that they were going to take it seriously, and things were going to change. Um, my new battalion chief kept coming out and checking on me almost every other shift, and then a complaint was made against me saying I was exposing myself to the other guys, and an investigation was going to be made. At that time, I knew that was bogus, and I then decided to take it further and made an appointment with the County Administrator to let them know what was going on, and they put me on administrative leave and started the investigation."*

June 20, 2015 – During the Physical Abilities Test (PAT) for employment FF Christopher Watson made discouraging/negative comments such as, *"You can't do this, you shouldn't be here."* She failed the event, but passed during a second attempt on July 18, 2015.

November 12, 2015 – International Association of Fire Fighters (IAFF) Union issue. The journal read, *"I RECOGNIZE LIEUTENANT GRADIA AND WATSON FROM THE PAT. I WAS TOLD PRIOR TO GOING TO THE MEETING THAT I HAD A SIX MONTH PROBATION PERIOD, SO I WAS*

NOT ALLOWED TO TALK OR VOTE DURING THE MEETING. DURING THE MEETING, A MOTION WAS BROUGHT TO THE FLOOR TO CHANGE THE TWO YEARS WITH ESCAMBIA COUNTY FIRE RESCUE PLUS THREE YEARS WITH ANOTHER CAREER DEPARTMENT – FIVE YEARS TOTAL TO PROMOTE TO FIVE YEARS TOTAL WITH ESCAMBIA COUNTY FIRE RESCUE BEFORE YOU CAN PROMOTE. WATSON'S REASONING BEHIND THE MOTION WAS, POINTING AT ME, BECAUSE YOU COULD BE AN OFFICER IN TWO YEARS. THE MOTION PASSED." Asked if she was singularly pointed out, FF replied, "Yes sir, and I would be able to test at the next lieutenant time if I stayed with the Department, for lieutenant. Now, I have to wait another four years before I could test for lieutenant, based on what they're deciding in Union meetings. So, that directly affects me."

Undated – International Association of Fire Fighters (IAFF) Union issue. FI alleged FF Watson was campaigning for Union Vice President at Station 11, when he inquired (only of her) why she had not been attending Union meetings. FF explained they argued about FF Watson stating she did not have a secondary job (PRN Nurse (Neurotrauma) at Baptist). She explained that FF Watson's wife worked at Sacred Heart. She elaborated that both her primary and secondary jobs were becoming intertwined due to comments made to her coworkers by FF Watson's wife relating to ECFR business and her character. Relating to her argument with FF Watson she said, "But, to add to this – the big rumor that Watson had started because, um, the whole arguing with me not having a second job, is Watson was going around saying that I got fired from Baptist because I had been fucking a married doctor, and I got fired. So, I just had to get a job at the fire department." Referencing FF Watson's second visit while she was at Station 11, FF said, "The second was just to talk to me about why girls should not be firefighters. After that, I told Lieutenant McGuffey, Harrison, and my father. We all agreed I would not be alone with him anymore." Asked if he came to speak specifically with her she replied, "Yes. He wasn't chit chatting with the other guys. He was singling me out, and he had strong opinions from day one about how I – how females should not be in the fire service, in the military, um... and that was what that conversation was about." Asked why "girls" shouldn't be firefighters she replied, "He doesn't really have a reason, other than he just doesn't think women should be firefighters. He doesn't think they can do the job, and that's where he about leaves it." Asked how the conversation ended she replied, "With him, I would just stay quiet. I tried not to argue, especially at the beginning. I didn't know how to handle him. Um, he's a very big guy. He's very intimidating – um, so... and he always would do something to make sure I was cornered, that I couldn't walk away. Um, that if I was to walk away, I would have to touch him in some way and I wasn't going to do that. So, um – I'm not an aggressive person, I'm not somebody who cusses at people. Um, I don't yell. So, and that's the way that a lot of the firefighters I work with handle situations with each other – and that's not my personality. So, I would just really qu-, quiet, and take whatever he would say. I would either disagree with him... but if it rattled him anymore, I would just stay quiet until he left me alone, and hope somebody would walk around that would make him leave me alone. Which, nobody would stop what he was doing, it was more somebody walking and seeing him would make him uncomfortable, and he'd walk away. Then, I would get on to what I was already doing, and that's why I went to my lieutenant. I went to my other senior firefighter who I trusted very much, um, Firefighter Harrison – and I told him what I had been dealing with, with Watson and really my decision was I didn't want to be alone with him anymore. I was very fearful of him." Asked the criteria his actions met to define INTIMIDATION she said, "Um, just the fact he's cornering me. You know,

the next story he literally got me into a corner and he's in my bubble, per se – that I literally cannot get away. And, raising his voice with telling me I shouldn't be there, um – there was, I was literally powerless.” FF stated her age was 28 years, her height was 5'6,” and she weighed 120 pounds. She gave an approximate description of FF Watson as being “early thirties,” height at 6'2” or 6'3,” and weighing approximately 250 pounds. Referencing FF Watson's third visit to Station 11 she said, *“The third time Lieutenant McGuffey was not at work, and I was running the saws by myself. Watson started in on his normal 'you don't belong here' speech. I told Watson all the ways he had offended me, including what his wife had been doing to my other job. I also told him to leave me alone. He denied everything, and said he'd speak to his wife. He also told me he was scared of me because girls like me can pull the sexual harassment card whenever they want – but he still didn't believe girls should be in the fire service or in the military.”* She explained the incident occurred behind Station 11 at the garage. It was loud, she was wearing earmuffs because she was running the saws, and when she turned around FF Watson was there. She said, *“... and that's when he cornered me – literally in to a corner where I couldn't get away – and he's yelling at me. He's saying, you know, all the same things that he normally does, and so that was the first time that I really tried to just talk back to him. I was mad, he'd got me in a corner, I didn't wanna be there and um, you know.”* Asked to be specific she said, *“Okay, um – so, it was Station Eleven, behind the station... right there between the station and the shed. Um, you know – he'd got me behind there, and... I, I remember things – the things that stick out are, you know, “you don't belong in this department,” um, “you can't do this job, you can't drag anybody out,” um... you know, “girls don't belong in the fire service; girls don't belong in the military.”* The following exchange was in reference to her training and capabilities as she spoke with FF Watson:

CHAMPION: DO YOU POINT THESE MATTERS OUT TO HIM?

YES, I – I STARTED... AND, THAT'S ACTUALLY HOW I STARTED IT. I STARTED TELLING HIM THAT I PASSED THE SAME TEST – PHYSICAL AGILITY TEST – THAT ALL THE OTHER GUYS DID. AND, UM... I, WHAT ELSE DID I TALK TO HIM ABOUT? I, I TOLD HIM THAT I WAS TIRED OF HIM CONSTANTLY COMING BY THE STATION, UM, AND CORNERING ME, AND HE WAS MAKING ME VERY UNCOMFORTABLE. UM, I TOLD HIM I REALLY DIDN'T CARE WHAT HIS OPINION WAS OF ME. UM, I TOLD HIM I HAD ALREADY GONE TO MY LIEUTENANT ABOUT THIS, AND THAT HE NEEDED TO LEAVE ME ALONE. I TOLD HIM THAT HE NEEDED TO STOP SINGLING ME OUT IN UNION MEETINGS.

CHAMPION: AND WHAT IS HE SAYING TO THESE THINGS?

AND – HE LET ME TALK, WHICH I WAS SURPRISED HE LET ME TALK – AND BY THE TIME... AND THEN I BROUGHT UP THE WIFE, AND I SAID “I'M TIRED OF YOUR WIFE TRYING TO MESS UP MY OTHER JOB,” AND WHEN I BROUGHT UP THE WIFE, HE ACTED LIKE HE HAD NO IDEA WHAT I WAS TALKING ABOUT, THE WIFE. HE SAID THAT THEY KEEP EVERYTHING SEPARATE, SO HE WANTED ME TO EXPAND ON THAT. SO, I TOLD HIM WHAT I KNEW ABOUT THE HOSPITAL AND WHAT ALICIA HAD BEEN DOING, AND HE SAID HE WOULD TALK TO HER. BUT, HIS BIG THING WAS, UM, YOU KNOW – HE HONESTLY WAS VERY SCARED OF ME,

AND HE KEPT SAYING THOSE WORDS; HE WAS "VERY SCARED" OF ME BECAUSE OF HIS PAST MILITARY EXPERIENCE, AND HE KNEW GIRLS LIKE ME COULD JUST PULL THE SEXUAL HARASSMENT CARD WHENEVER THEY WANTED TO.

CHAMPION: AND SPECIFICALLY TO SEXUAL HARASSMENT – HAD HE DONE ANYTHING THAT WOULD CONCERN HIM? HAD HE DONE ANYTHING SPECIFICALLY TO YOU THAT WOULD CONCERN HIM WITH THAT TOPIC?

: NOT – NOT SEXUAL HARASSMENT, NOT... AND I DON'T KNOW EVERYTHING ABOUT THE LAW, BUT, UH... AT THAT POINT, IT SEEMED LIKE IT WAS JUST HARASSMENT AT THAT POINT.

CHAMPION: AND DURING YOUR CONVERSATION WITH HIM ABOUT HIS WIFE, HE ACKNOWLEDGES THAT THERE MAY BE AN ISSUE THERE?

: HE SAID HE WAS GOING TO CALL HER, AND HE WANTED ME TO TALK TO HER – WHICH I SAID I DID NOT WANT TO, AND UM, I GOT A... I HAD A FEW RANDOM PHONE CALLS THAT DAY. I REMEMBER I WAS WAITING ON A PHONE CALL, AND I ANSWERED ONE OF 'EM BECAUSE I HAD BEEN WAITING ON THE PHONE CALL, AND IT ENDED UP BEING HER. AND SO, I TALKED IT THROUGH WITH HER, WHICH SHE AGAIN TWISTED THE STORY AND DENIED SOME OF IT, AND I WAS WILLING TO LET EVERYTHING GO. I WAS – I TOLD HER, I SAID, UM, "I'M WILLING TO AGREE TO DISAGREE, AND JUST START OVER."

Undated – International Association of Fire Fighters (IAFF) Union issue. FF [redacted] journal referenced a speech by FF Watson when he became the Vice President of the Union. The journal read, "DURING WATSON'S VP SPEECH, HE USED ONLY MALE NOUNS. HE MADE EYE CONTACT WITH ME AND SAID, 'I WILL DO EVERYTHING IN MY POWER FOR THE MEN OF THIS DEPARTMENT.' HE ALSO MADE A POINT TO SHAKE EVERYONE'S HAND IN THE ROOM BUT MINE. PEOPLE NOTICED BOTH THE SPEECH AND THE DELIBERATELY AVOIDING ME." FF [redacted] said, "Um, when vo-, when Watson was elected VP – they all have to do a speech. Um, he came into the room. We had all tried to start resolving some issues or whatever, and you know, everybody that comes to the election – everybody's shaking hands, and I even tried to shake his hand. I put my hand out, and he just walked on by me, and a couple of guys just kinda went, "what was that about?" and so, I sat on the front row and he continued to say things like, "brothers, guys, men, firemen," the whole speech, and then that one specific thing stuck out the most, when he was like "I will do everything I can for the men of this department," and he locked eyes the whole time he said that."

Undated (June 2016) – The journal made reference to a Florida Professional Firefighters (FPF) Conference where FF Watson was alleged to have made comments about FF [redacted] to Fire Lieutenant Charles McGuffey (In a later interview, Lt. McGuffey recalled the FPF conference was in Jacksonville, Florida in 2016. An internet search revealed there being an FPF Conference in Jacksonville, Florida in **June 2016**.) FF [redacted] explained she thought matters were "squashed" with FF Watson at this time. Referencing what Lt. McGuffey told her she said, "McGuffey is like texting me, um, at the beginning of the trip, and then at the – when he gets

back, he decides to tell me everything. He just, basically during the trip he's like, "Everything's fine, everything's good," you know, and at the end of the trip is when he pulls me into the office. He's like, "Watch your back with Watson." And, um, he even brought up to Watson, "I thought y'all just squashed this. Why are you telling everybody," 'cuz Gradia wasn't aware of everything going on, nor was, um, J.P. Owens aware of everything that was going on. And, um, and I remember McGuffey just kept saying, "He kept bringing up how you couldn't do your job and how you weren't physically capable," and he's like, "You've been working for me and going to structure fires, and you've done perfectly fine for me, so." FF _____ stated Lt. McGuffey told her FF Watson was looking to start a fight during the conference while they were at a bar. Lt. McGuffey would later deny the allegation during his interview on November 7, 2017.

Undated (August 29, 2016) - The journal made reference to a fight between FF Christopher Watson and FF Joseph Martin. (NOTE: The incident was later verified via Santa Rosa Sheriff's Office Offense Report SRSO16OFF008212) The journal read, "WATSON LATER HIT HIS CURRENT BEST FRIEND AT THE TIME AND BROKE HIS JAW (OFF DUTY), PUTTING JOE MARTIN OUT OF WORK FOR SIX WEEKS. THE FIGHT WAS OVER AND I QUOTE THE FIRE CHIEF GRACE WHEN HE WAS EXPLAINING THE SITUATION AT STATION THIRTEEN - JOE CALLED WATSON 'FAT.'" Referencing the incident FF _____ said, "Um, I have heard it at the station from lots of people. This is one of those that it's been the rumor mill - but at Twelve, um, Lieutenant Mills was actually present for the actual fight. And I've heard Mills say it, and I've also heard Josh Roe tell the story, and Josh Roe got it straight from Joe Martin. But, um - Watson and Joe went out drinking one day, and Watson and Joe ended up at Tin Cow in Pace. Joe got upset and walked outside and Watson followed him. Watson hit Joe once and Joe went unconscious on the ground, and Watson continued hitting him. Lieutenant Mills had to go outside and physically tackle, um, Watson to get Watson off of Joe, and the police were called. Um, I also got a first-hand story from, um, Sims - who was the paramedic on scene. Sims didn't realize who all was involved, but he got called to take care of Joe. He let Joe sign a refusal as long as he would go to the hospital, but he said it was obvious he had a broken jaw, and he was worried about him having a concussion on scene. He was working as a param-, paramedic for Lifeguard at the time. Um, this became a big investigation within the Department - um, Joe... Joe was not questioned, nor were, um, Mills." Asked if Joseph Martin told her he was not questioned she replied, "Um, Joe told Roe he was not questioned. Gradia and Watson were the one that told their side of the story, and it was squashed."

August 27, 2016 - Inappropriate behavior by FF Watson during Hazardous Material (HAZMAT) training. The journal read, "YOU WANNA PLAY A RAPE GAME? WATSON WAS ON E16 AT THE TIME. E16 WAS ASSISTING THE HAZMAT INSTRUCTORS ON A BREAK. WE WERE ALL STANDING AROUND WHEN WATSON CAME UP BEHIND JONATHAN PAGE AND GRABBED HIM FROM BEHIND. HE ASKED PAGE IF 'YOU WANT TO PLAY THE RAPE GAME,' THE WHOLE TIME WHILE STARING ME DOWN. PAGE SAID 'NO!' AND TRIED TO GET AWAY FROM WATSON'S GRIP; WATSON LAUGHED, STILL STARING AT ME. 'GOOD. YOU KNOW HOW TO PLAY.' AT THIS POINT I'D HAD ENOUGH, AND I WASN'T GOING TO STAND AROUND AND WATCH THAT. I WALKED OFF AND GOT INTO THE AMBULANCE. I HEARD WATSON MAKE A REMARK ABOUT HOW I WAS TOO GOOD TO HANG OUT WITH THE REST OF THE GROUP." Describing FF Watson's actions she said, "He's like, "Good, you know how to play," and Watson's just staring at me, just snickering and laughing. And, um - he said, "Good, you know how to play," and I am just disgusted. I am

just... I'm upset by it, I'm disgusted and, um – he starts to... where he's gonna start humping him from the back, and you know, Page is still physically trying to get away from him." FF indicated after this incident she locked her door when she slept due to her fear of FF Watson and for her safety; a fear that remains. She said, *"I've never been stationed with Watson, but with his history and now doing that? I have no idea what Watson would do. So, I lock my door every night that I sleep at the fire station."*

August 28, 2017 – FF alleged FF Watson made an inappropriate racial comment. The journal read, "PAGE AND I WERE SITTING IN HIS TRUCK AT STATION SIXTEEN WHEN WATSON WALKED UP. PAGE NOTICED THE GRASS DIDN'T GET CUT THE DAY BEFORE, AND ASKED IF IT WAS BECAUSE THEY HELPED US WITH HAZMAT EVOLUTIONS THE DAY BEFORE. WATSON REPLIED BY SAYING, 'IF WE WERE COONS, HE'D HAD US OUT HERE CUTTING GRASS TOO,' REFERRING TO LIEUTENANT RICHARDSON, BUT WENT ON TO EXPLAIN THEY GOT BACK LATE IN THE DAY, SO THEY JUST ATE DINNER AND CLEANED THE STATION." FF Jonathan Page recalled FF Watson approaching the truck but did not recall the comments when he was interviewed on October 25, 2017.

February 22, 2017 - International Association of Fire Fighters (IAFF) Union issue. FF told how she was asked to do a project for the Florida Professional Firefighters (FPF). The journal addressed referenced the matter being addressed at the next Union meeting. The journal read, "THE NEXT UNION MEETING, NICK MADE A BROAD STATEMENT SAYING, 'IF YOU ARE REPRESENTING MY UNION, YOU NEED TO TELL ME ABOUT IT!' THEN VP WATSON SAID, 'YEAH, DON'T BE A SNEAKY LITTLE BITCH ABOUT IT.' TWO MEMBERS KNEW ABOUT MY ISSUES WITH BOTH MEMBERS, AND MY RECENT INVOLVEMENT WITH THE FPF. THEY BOTH INFORMED ME OF THE COMMENTS." FF indicated she no longer attended Union meetings at the time of this incident.

Miscellaneous journal entries reflected the following statements:

"SINCE FALL OF 2016, I'VE NEEDED
HAPPENING TO ME AT WORK.
DIAGNOSIS

"I AM TOO SCARED TO PICK UP OVERTIME IN FEAR OF WHOM I MIGHT BE WORKING WITH." Asked when she withdrew from working overtime she replied, *"Mm – once, um... I'm really not sure. Once I really – Watson really started bothering me a lot. Once he started coming to the Station, because he was one of the big ones I didn't wanna work with. Um, so it'd be around that time period."*

"I LOCK THE DOOR TO MY BUNKROOM AT NIGHT IN FEAR THEY MIGHT TRY TO BREAK IN TO ACT ON THEIR THREAT, AND TRY TO RAPE ME." FF elaborated saying, *"I felt Watson was being threatening when he, um, was doing the 'rape game,' looking at me and humping, um, Page. I thought that was threatening, and so, um, I was having those nightmares. So, I was*

having to lock my door at night. And, um – you know, not every Station I was at, I had my own bunk room. But, it was at the Station that I had my own bunk room that I was locking my door.” Asked if they worked together she replied, *“No – but, he had showed up randomly at my Stations before, so I didn’t know what he was willing to do.”* FF _____ explained the secure Station doors had access codes that all firefighters could access. Asked if it was FF Watson she feared specifically, she replied, *“It was he, specifically, but... other people, you know. I didn’t know who was putting the application on my bed. (FF _____ had previously made reference to finding a Pensacola Fire Department application placed on her bunk anonymously) Um, you know, there were other rumors going on. I was watching my back, um, because of everything going on, not just that. But, Watson was definitely one of the main components that worried me.”*

The interview with FF _____

was concluded.

On October 10, 2017, at approximately 1233 hours, I spoke via the telephone (352-369-2858) with Mr. Scott Stites with the Bureau of Fire Standards and Training (BFST). The purpose of the call was to gather information pertaining to reporting requirements and moral character issues specific to Firefighters. Mr. Stites explained there was no requirement for Fire Departments to report administrative discipline to the BFST. However, he stated Departments were required to report terminations via the computer program FCDICE (Fire College, Department of Insurance Continuing Education) system. I inquired if there was an established list of moral character violations defined within their profession. He was not aware of any. Mr. Stites stated firefighters convicted of crimes were reported to BFST by the Florida Department of Law Enforcement (FDLE) and were subject to having their certification withdrawn. He referenced Florida Statute 633 (specifically 633.426 & 633.412) and Florida Administrative Code 69A for reference material.

MISTER

On October 16, 2017, at 0832 hours, I interviewed Mister _____ (Father of _____) at the Escambia County Governmental Complex located at 221 Palafox Place in Pensacola, Florida. Mr. _____ agreed to a request of confidentiality. Mr. _____ own career as a Firefighter spanned thirty-six (36) years and included him being a training officer. He was questioned in regards to matters shared with him by his _____ and a meeting he had with officials from Escambia County Fire Rescue (ECFR) to address those matters. Mr. _____ has known Chief Patrick Grace for over twenty-five (25) years and they communicated with one another when FF _____ applied/hired with ECFR. He stated _____ concerns began “immediately” during the time she tested for the position. He encouraged her to document the incident but did not expect they would continue. FF _____ kept him informed of the various issues she had recorded in her journal as they occurred. Mr. _____ had a meeting with Chief Grace on June 16, 2017, to discuss the issues involving hi _____. Describing how the meeting came about he said, *“Uh, all along during her career, I had offered to talk to the Chief for her. Um... in the f-, my opinion is in the fire service, um, new firemen, new firefighters, are intimidated by just rank in general, you know? You see the people of higher rank as being, you know, all-knowing and not so approachable. And so, uh – I just told her that, you know, I would be willing to go with her and talk to the Chief. And um, finally it got to a point where, uh, her mental health and her physical health were becoming so affected that she finally, um, let me talk*

to 'em – where she had tried and tried to handle all the situations herself.” scheduled the meeting with Chief Grace but was told the County lawyer or Human Resources would have to be present if FF attended. The meeting was scheduled (and later rescheduled) between Chief Grace and Mr. Mi state told him Chief Grace inquired if she had anything to say to him but she told him he could speak with her. The meeting was held in a conference room at the Escambia County EOC. Miste explained he expected to meet with Chief Grace but unbeknownst to him they were joined by Deputy Chief Williams, Training Officer Ammons and Battalion Chief (name unknown to him). The meeting was approximately two (2) hours. Mr. explained he had taken journal but had omitted the names during presentation. He felt he was received well and said, “They were very responsive to what I had to say.” Mr. explained he presented the incident in journal with the exception of any matters pertaining to those in attendance. Speaking about the meeting he said in part, “In fact, I uh – I explained to 'em that it was, you know, informational on my part and I was not attacking them, but I wanted all this to stop. Um, as the meeting started they, I believe, had an assumption that I was coming to complain about them moving her. She – as you see in the notes – she was moved ten or so times in, in her career, where other people were not being moved around.” He stated her last move was explained to him saying, “And uh, he (new Battalion Chief) said he had, was moving her there, uh, to further her training. By this time, already has four to five years of fire service experience at Auburn (Auburn University – Auburn, Alabama) Fire Department. Certainly, she should have been a driver / operator in this department by this time, and they kept moving her away from being trained. So, he explained that he had put her there to get her driver operation training done. And she is a state certified driver / operator – she has the classes and the certificate.” He felt the Battalion Chief was genuine. Mr. stated some in attendance were aware of the issues but he felt Chief Williams and Chief Grace were not aware. He stated Chief Grace was “shocked” and “genuinely shocked” at the volume of issues. The following exchange was in reference to corrective action:

CHAMPION: OKAY, SO – YOU SAY THIS, UH, THIS MEETING’S APPROXIMATELY TWO HOURS, GIVE OR TAKE. WHAT WAS THE MOST HEAVILY DISCUSSED ISSUE DURING THE MEETING? IS THERE ANY ONE TOPIC THAT KIND OF STOLE THE SHOW?

I DISCUSSED THE DETERIORATION OF AND FROM ALL THE, UH, HOSTILE THINGS THAT HAVE HAPPENED TO HER.

CHAMPION: WHAT WERE YOU TOLD?

I THOUGHT THAT CHIEF GRACE WAS GENUINELY TROUBLED BY WHAT HAD BEEN HAPPENING.

CHAMPION: OF COURSE, YOU’RE THERE – YOU’RE HEARING TONE WHEN PEOPLE ARE SPEAKING. YOU’RE SEEING FACIAL EXPRESSIONS, AND YOU’RE SAYING YOU, YOU FEEL HE HAD A GENUINE CONCERN – AND YOU’RE NODDING . . .

YES.

CHAMPION: IS HE PROVIDING A COURSE OF ACTION – A COURSE OF CORRECTION FOR YOU WHILE YOU'RE DISCUSSING THESE ISSUES?

UH, I THINK IT WAS DISCUSSED THAT THEY WOULD HAVE TO, UH – THE GROUP THAT WAS THERE WOULD HAVE TO WORK ON A COURSE OF ACTION. THEY'D HAVE TO COME UP WITH SOMETHING. AND, AFTER THAT, YOU KNOW, THERE WERE SOME CORRECTIONS MADE. UM, MEMOS WERE REISSUED ABOUT SOME OF THE BEHAVIOR THAT, UH, THEY DIDN'T WANT TO KEEP GOING ON. SO, THEY DID ISSUE SOME MEMOS.

CHAMPION: SO, THAT WAS A POSITIVE STEP?

THAT WAS A POSITIVE STEP, YEAH.

Making reference to the "Rane Game" (an incident alleged to have occurred on August 27, 2016, involving FF's Jonathan Page and Christopher Watson) he said, *"I read it from the journal, and uh – you know, they just... they continued to show concern to me, you know? They were concerned this stuff was happening."* They were aware of the fight involving FF's Christopher Watson and Joseph Martin but did not indicate to him how the matter was addressed. Mr. explained that sometime after the meeting was accused of exposing herself and her Lieutenant told her she was going to be *"brought up on charges."* He felt was being retaliated against and he called Chief Grace because he did not *"protect"* *"fix"* the situation as discussed. He demanded Chief Grace inquire into the matter and call him back. He never received a return call from Chief Grace which resulted in him contacting Commissioner Grover Robinson. Commissioner Robinson told him he couldn't speak with him which resulted with Mr. nd meeting with the County Administrator Jack Brown. indicated the issues were a *"culture problem"* within the ECFR. The interview was concluded at 0916 hours.

FIRE LIEUTENANT JOSEPH MARTIN

On October 24, 2017, at 1846 hours, I interviewed Fire Lieutenant Joseph Martin at the Escambia County Governmental Complex located at 221 Palafox Place in Pensacola, Florida. Lt. Martin was accompanied by International Association of Firefighters Local 4131 Representative Nicholas Gradia. Both he and his Representative agreed to a request of confidentiality. Lt. Martin established he had begun his career with Escambia County Fire Rescue on September 22, 2009, and promoted to Fire Lieutenant in June 2017. He agreed he had been properly trained, was familiar with policies and procedures, and performed his duties accordingly. Describing the fight between him and FF Christopher Watson on August 29, 2016, (at the Tin Cow Restaurant - 5070 Highway 90 - Pace, Florida) he explained, *"Well, I was heavily intoxicated at the time. Um, there's not too much that I remember of the scuffle. Uh, come to in the hospital. Uh, kinda in and out the car ride there, and I was informed I had a broken jaw. Woke up and I was at another hospital, and sent home for the night with some pain medications. Uh, uh – I had my jaw broke, basically."* (NOTE: Lt. Martin was a Firefighter at the time of the incident.) Lt. Martin explained that prior to the fight; he and FF Watson had been to *"multiple bars"* in downtown Pensacola. Asked why they were fighting he answered, *"I don't recall at all – it's something that when it, once it happened, we had spoke the next morning... as*

best I could, and um, he apologized sincerely. I accepted his apology, and we decided not to talk – you know, just let it go. You know, both intoxicated, so.” Later, he said, *“We were arguing in his truck about something – I don’t remember about.”* Lt. Martin stated he did not know who the aggressor was in the incident and stated it was possible they were mutual combatants. Lt. Martin was allowed to read the Santa Rosa Sheriff’s Office Offense Report (SRSO16OFF008212) documenting the incident. He did not believe the Deputy had any reason to falsely report the narrative he was allowed to read. Lt. Martin did not remember signing the Declination of Intent form and referencing the report stated, *“That’s news to me – I didn’t even know there was a report. When you said there’s a report, that was... that was news to me also.”* Referencing his post-fight-memory he said, *“Me waking up in the car, uh, officer standing in the window. Then, kinda fuzzy after that, uh... Luke Sims coming up talking to me, and then, you know, waking up in the hospital – West Florida Hospital. That’s basically it.”* He acknowledged his injuries were inflicted by FF Watson. Describing his injury he said, *“I had a, uh, broken jaw. Uh... mandible, I guess you call it? Lower mandible – and that was it.”* Lt. Martin missed six weeks from work as a result of the injury inflicted by FF Watson. He acknowledged his jaw was *“wired shut.”* Describing how the injury prohibited him from performing his duties he said, *“I couldn’t speak, uh – which is a safety hazard, the radio. Uh, if I had something become lodged in my mouth and was choking, I couldn’t, obviously, get it out. Um, and also I couldn’t take any kind of hit to the jaw or anything, you know . . .”* Asked if alcohol was a factor in the incident he replied, *“Absolutely, I would say so.”* Lt. Martin explained during his six week absence he used sick leave (not FMLA) and other firefighters filled his position via *“shift swaps.”* He explained the term *“shift swaps”* saying, *“Uh, an agreement between two firefighters, and uh... “You work for me this day, and I’ll pay you back on a day you need.” It’s called a mutual. In the County, it’s in our contract – we can do that. He’s shown up for warm body for me one day, and when he needs it I show up warm body for him. That way we don’t have to burn our leave accrual.”* Lt. Martin explained the incident had been reported to the chain-of-command by Lt. Daniel Mills. (NOTE: Lt. Mills was Martin’s supervisor at the time and was also present when the incident occurred. Lt. Mills helped Martin off the ground and into Martin’s wife’s car.) The following exchange was in reference to the matter being investigated:

CHAMPION: DO YOU KNOW IF THE INCIDENT OF THE FIGHT WAS INVESTIGATED BY ESCAMBIA COUNTY FIRE RESCUE?

MARTIN: CAN YOU DEFINE INVESTIGATION? ‘CUZ I’M NOT SURE WHAT, UH . . .

CHAMPION: WHAT IS AN INVESTIGATION TO YOU?

MARTIN: A THOROUGH, UH, DETAILED – UH, LOOKING INTO THE EVENTS.

CHAMPION: SO, WITH THAT DEFINITION OF AN INVESTIGATION, DO YOU KNOW IF THIS INCIDENT WAS INVESTIGATED?

MARTIN: I WOULD THINK SO, I WOULD... BY THE CHAIN . . .

CHAMPION: YOU SAY YOU THINK – YOU THINK SO?

MARTIN: WELL, I RECEIVED PUNISHMENT, IF THAT'S WHAT, UH... I ASSUME THEY DID AN INVESTIGATION.

CHAMPION: AND OF COURSE, WE DON'T PUNISH, WE – WE EXERCISE PROGRESSIVE DISCIPLINE.

MARTIN: OKAY – DISCIPLINE, EXCUSE ME.

CHAMPION: SO, YOU RECEIVED A LEVEL OF DISCIPLINARY ACTION.

MARTIN: I DID.

CHAMPION: THAT BEING?

MARTIN: UH, IT WAS A LETTER OF COUNSELING, I BELIEVE – CORRECT?

GRADIA: YES.

MARTIN: OKAY.

GRADIA: TO MY RECOLLECTION, YES.

MARTIN: TO MY – YEAH, TO THE BEST OF MY KNOWLEDGE, A LETTER OF COUNSELING.

CHAMPION: WERE YOU EVER INTERVIEWED ABOUT THE MATTER?

MARTIN: I BELIEVE THE ONLY MEETING I HAD IS WHAT YOU WERE PRESENT FOR – IT WAS THE MEETING WITH CHIEF GRACE.

CHAMPION: AND JUST LET THE, UM . . .

MARTIN: AND THERE WAS NO . . .

CHAMPION: . . . RECORD REFLECT, YOU'RE LOOKING AT, UH, REPRESENTATIVE GRADIA.

MARTIN: YES, LOOKING AT HIM.

CHAMPION: SO, HE – HE WAS WITH YOU . . .

MARTIN: HE WAS.

CHAMPION: . . . THROUGH THIS PROCESS?

MARTIN: HE WAS. UH – I DON'T BELIEVE... THIS WAS TWO DAYS AFTER THE, TWO OR THREE DAYS AFTER IT HAPPENED. I DON'T BELIEVE ANY QUESTIONS ABOUT THE EVENT WERE BROUGHT UP IN THAT. I BELIEVE IT WAS JUST THE . . .

CHAMPION: SO YOU'RE . . .

MARTIN: . . . THE DISCIPLINE.

CHAMPION: . . . JUST SO, JUST SO I CAN FOLLOW ALONG FOR THE CLARITY, UM – YOU'RE SAYING A FEW DAYS AFTER THE EVENT?

MARTIN: YES.

CHAMPION: SO, YOU'RE STILL IN A STATE OF TAKING MEDICATION, JAW'S WIRED?

MARTIN: YES.

CHAMPION: AND WHERE DO YOU GO, UH, FOR THIS QUESTIONING?

MARTIN: THE PUBLIC SAFETY, UH, BUILDING?

CHAMPION: ON W STREET?

MARTIN: ON W STREET.

CHAMPION: ALRIGHT, UM – AND WHO WAS PRESENT?

MARTIN: UH, MYSELF AND CHRISTOPHER WATSON, AND UH, CHIEF GRACE – LIEUTENANT GRADIA, AND A UNION, UH, IT WAS A UNION REPRESENTATIVE. I'M NOT SURE WHO ELSE WAS THERE.

CHAMPION: SO, UM – RANKING MEMBER IS CHIEF GRACE?

MARTIN: YES – FIRE, THE FIRE CHIEF.

CHAMPION: DID ANYONE EVER DISCUSS THE MATTER WITH YOU OFF THE RECORD?

MARTIN: NO – I, WHAT I TOLD EVERYBODY THEN, YOU KNOW, WHAT – YOU KNOW, WHAT'S MY BUSINESS AND CHRIS' BUSINESS IS BETWEEN US AND ADMIN. THAT'S WHERE WE LEFT IT – WE NEVER TALKED ABOUT IT WITH OTHER MEMBERS OR ANYTHING. IT WAS SAID AND DONE. SO, I DON'T KNOW IF YOU'VE EVER WORKED IN A FIRE DEPARTMENT SETTING, BUT THE RUMOR MILL IS IN FULL SWING – SO, ONCE YOU SAY ONE THING IT GET'S SPUN OFF, SO THAT'S WHAT WE WANTED TO AVOID.

CHAMPION: OKAY, SO – UM, YOUR DISCIPLINARY MEASURE, AGAIN?

MARTIN: I BELIEVE IT WAS A LETTER OF COUNSELING.

CHAMPION: YOU SAY "YOU BELIEVE?"

MARTIN: I BELIEVE – I'M NOT A HUNDRED PERCENT.

CHAMPION: DO YOU KNOW IF FIREFIGHTER CHRISTOPHER WATSON RECEIVED DISCIPLINARY MEASURES?

MARTIN: THAT'S SOMETHING YOU'LL HAVE TO ASK HIM.

Florida State Statute – Chapter 784 – ASSAULT; BATTERY; CULPABLE NEGLIGENCE – 784.03 Battery: felony battery was read to Lt Martin. He agreed the act of Battery had occurred but did not remember if he was a mutual combatant. He did acknowledge it was possible. The following exchange was in reference to discipline:

CHAMPION: IN YOUR PROFESSIONAL OPINION, WAS THIS A MATTER THAT WARRANTED DISCIPLINARY MEASURE?

MARTIN: UH, PER THE CONTRACT, NO.

CHAMPION: SPECIFICALLY?

MARTIN: IT DIDN'T FALL UNDER THE GUIDELINES OF, UH, UH – ANY FORM OF DISCIPLINE IN THE CONTRACT.

CHAMPION: GIVE ME SOME – GIVE ME SOME CLARIFICATION, BECAUSE OFF DUTY WE'RE STILL... AS PROFESSIONALS, WE'RE RESPONSIBLE FOR OUR ACTIONS OFF DUTY.

MARTIN: RIGHT.

CHAMPION: ESPECIALLY WHEN WE'RE TALKING, UH, POSSIBLE CRIMINAL ACTIVITY.

MARTIN: RIGHT, OKAY. UM – THAT'S A VAGUE SUBJECT, UH, I DON'T KNOW. YOU KNOW? THAT CAN BE SPUN A THOUSAND DIFFERENT WAYS, IT DEPENDS ON THE WAY YOU LOOK AT IT. SO, I – I'M STICKING BY MY ANSWER. YOU KNOW, I DIDN'T SEE, I THOUGHT IT'S ALL A DISAGREEMENT BETWEEN TWO PEOPLE THAT GOT OUT OF HAND.

CHAMPION: [lengthy pause] WOULD YOU AGREE WITH THE STATEMENT – “AS A PUBLIC SERVANT, WE'RE HELD TO A HIGHER STANDARD?”

MARTIN: I GUESS, YEAH.

Lt. Martin agreed that his absence from work due to an avoidable injury was a negative impact to his shift. When questioned about Firefighter he had nothing negative to say. He never saw her in any apparel considered inappropriate during the six (6) to eight (8) months they were assigned to the same Station. He was unaware of any issues involving Firefighter and Firefighter Christopher Watson. (NOTE: The only matter he recalled was a Union issue in which FF Watson would not accept a check from or the purchase of coins.) The interview was concluded at 1921 hours.

FIREFIGHTER JONATHAN PAGE

On October 25, 2017, at 0816 hours, I interviewed Firefighter Jonathan Page at the Escambia County Governmental Complex located at 221 Palafox Place in Pensacola, Florida. Firefighter Page waived his right to representation and agreed to a request of confidentiality. FF Page established he had begun his career with Escambia County Fire Rescue in December 5, 2015. Asked about Hazardous Material (HAZMAT) training on August 27, 2016, FF Page did not initially recall an incident. When asked if he was "grabbed" by FF Christopher Watson he replied, "Uh, I recall him coming up behind me, grabbing me and saying 'Do you wanna play the rape game?' And, uh... I know that Firefighter [redacted] was present and got uncomfortable, because we were standing face to face. She walked away, and then I went to check on her and make sure she was alright. She said 'I'll be alright,' and then that was as much as I remember about the incident." Asked what the rape game was he replied, "I have no idea." He indicated the incident occurred in the "Engine Bay." FF Page agreed the incident was unwelcome and against his will. Asked what point he thought FF Watson was trying to make he replied, "Uh, I think to make people uncomfortable – especially Firefighter [redacted] because she was standing right across from me. And I couldn't see his face, so I didn't know if he, he was looking at, but I know that she got uncomfortable, so I assume that he might have been looking at her. I don't know." FF Page explained that FF [redacted] had gone to the HAZMAT truck (an old ambulance) when she walked away. Asked if FF Watson's behavior was inappropriate he answered "Yes" and explained saying, "Um, I mean, that's crossing the line for, you know, making jokes in my opinion. When you bring up rape, especially in the workplace, um... I have a daughter, I know I wouldn't have, wouldn't have – wouldn't want her to be in that kind of situation, so anything like that to me is very inappropriate." FF Page recalled him and FF [redacted] sitting in his truck the following day when FF Watson approached him and spoke about an upcoming awards ceremony. He did not recall any derogatory racial remarks by FF Watson. The following exchange was in reference to behaviors FF Page observed involving FF Watson:

CHAMPION: SO, YOU, UM – YOU AGREE THAT THAT BEHAVIOR WAS INAPPROPRIATE, IT WAS NOT PROFESSIONAL. UM, SO ALONG THOSE LINES OF INAPPROPRIATE AND UNPROFESSIONAL, HAD YOU OBSERVED ANY OTHER MANNERISMS OR BEHAVIORS THAT MET THE CALIBER OF INAPPROPRIATE OR UNPROFESSIONAL?

PAGE: YES SIR – I'VE HEARD, I'VE HEARD HIM MAKE COMMENTS THAT I DEFINITELY DID NOT THINK WERE PROFESSIONAL.

CHAMPION: UM, ARE WE... RACIST, SEXIST?

PAGE: UM, I GUESS I COULD SAY SEXIST. THEY'RE DEFINITELY... I DEFINITELY HEARD HIM TALK ABOUT FIREFIGHTER [redacted] BEFORE, AND UH...

CHAMPION: AND WHAT...

PAGE: ... IN A NEGATIVE WAY, ABOUT NOT WANTING HER AROUND.

CHAMPION: AND TELL ME A LITTLE BIT ABOUT THAT.

PAGE: UM, I GUESS IT'S SAFE TO SAY THAT HE IS ONE THAT, YOU KNOW, DID NOT BELIEVE THAT FEMALES SHOULD BE IN OUR PROFESSION.

CHAMPION: AND HE HAS VOICED THAT SPECIFICALLY TO YOU, OR IN A GROUP SETTING, OR BOTH?

PAGE: UH, BOTH.

CHAMPION: SO, SPEAKING TO YOU ON THE SUBJECT – UM, WHAT YOU HAVE FIRST HAND KNOWLEDGE OF – WHAT DID HE EXPRESS TO YOU?

PAGE: UH, JUST THAT HE BELIEVED THAT HAVING A FEMALE IN THE FIRE HOUSE FOR TWENTY FOUR HOURS WAS... HE DIDN'T BELIEVE WAS SOMETHING THAT SHOULD BE DONE.

CHAMPION: DID HE ELABORATE WHY NOT?

PAGE: I GUESS HE JUST DIDN'T FEEL COMFORTABLE WITH IT? I MEAN, I DON'T... HE DIDN'T TELL ME EXACTLY WHY HE DIDN'T, I JUST – HE WAS VERY, UH, VERY STRONG IN HIS OPINION THAT FEMALES SHOULD NOT BE ON THE JOB WITH US.

CHAMPION: IN YOUR PROFESSIONAL OPINION, IS FIREFIGHTER CAPABLE OF PERFORMING HER DUTIES?

PAGE: YES SIR – ABSOLUTELY.

CHAMPION: IS SHE A PROFESSIONAL?

PAGE: YES SIR.

FF Page did not recall the term “Nigger Knocking” used during the HAZMAT training. (NOTE: FF Travis Stephens allegedly told a story using the term.) FF Page had not witnessed (other than the Rape Game incident) any incident of harassment but stated FF had shared her concerns with him. He said, “I mean, a lot of it was through text messages, so I can’t necessarily know her emotion. Um, though times – the few times I did talk to her about it, she was definitely, um, stressed out about it. Um, she definitely did not want to be a person to go and get a bunch of people in trouble, especially at first. Um, that definitely wore on her a lot, and um, I’m personally surprised that she lasted as long as she did with what she put up with.” Later he said, “Uh, I mean, just people – people thinking that she couldn’t do the job. Um, because she’s female and she is a little bit smaller build. There were people that just didn’t believe she could do it, and people wanted to – basically, wanted her to leave. Um, so... I don’t know everything that was done, I just know that they definitely made it uncomfortable for her at work enough to where, you know, it was tough for her to be at work, even though she loves this job.” Asked if he believed what FF told him, he replied, “I do, um – I really don’t see any reason why she would lie. Like I said, she really loves this job. Um, she has a nursing degree – she could be making a lot more money doing that full time. She does this because she loves it. Um, she wants

to learn, she wants to always train, wants to be better. And like I said, she – for her to go to this point, it's... she would not make it up to jeopardize her career as a firefighter." The following exchange was in reference to sexual harassment:

CHAMPION: ARE YOU AWARE OF ANY WORKPLACE HARASSMENT OR SEXUAL HARASSMENT INVOLVING FIREFIGHTER

PAGE: NOT THAT I'VE WITNESSED MYSELF, OTHER THAN THE ONE INCIDENT AT HAZMAT CLASS.

CHAMPION: AND WE SAY HARASSMENT, SEXUAL HARASSMENT. IN YOUR PROFESSIONAL OPINION, THE RAPE GAME – DOES IT FALL IN EITHER CATEGORY?

PAGE: I WOULD DEFINITELY CALL THAT SEXUAL HARASSMENT.

CHAMPION: AND YOU BASE THAT UPON?

PAGE: JUST THAT RAPE IS SEXUAL. IT'S SEXUAL IN NATURE, AND UM, BASICALLY YOU'RE INSINUATING THAT YOU'D LIKE TO PERFORM A SEXUAL ACT ON SOMEBODY AGAINST THEIR WILL.

CHAMPION: AND AGAIN, TO THE – TO THE TITLE OF "THE RAPE GAME," HAD YOU HEARD THAT PRIOR TO THIS INCIDENT?

PAGE: NO SIR. I ASSUMED IT WAS A MADE UP TERM IN THE MOMENT. I NEVER HEARD IT BEFORE, NOR DID I KNOW WHAT IT EXACTLY MEANS.

The interview was concluded at 0848 hours.

FIRE LIEUTENANT DANIEL MILLS

On October 25, 2017, at 1302 hours, I interviewed Fire Lieutenant Daniel Mills at the Escambia County Governmental Complex located at 221 Palafox Place in Pensacola, Florida. Lt. Mills was accompanied by International Association of Firefighters Local 4131 Representative Nicholas Gradia. Both he and his Representative agreed to a request of confidentiality. Lt Mills established he had begun his career with Escambia County Fire Rescue in January 2009, and promoted to Fire Lieutenant in March or April 2015. He agreed he had been properly trained, was familiar with policies and procedures, and performed his duties accordingly. Asked about the fight between FF Joseph Martin and FF Christopher Watson on August 29, 2017, he explained they had met at the Tin Cow Restaurant (5070 Highway 90 - Pace, Florida). FF Martin and FF Watson arrived together (Lt. Mills assumed FF Watson was driving). They went in the restaurant when FF Martin decided he wanted to leave and exited. FF Watson followed FF Martin outside and a fight ensued. Lt. Mills explained the fight was over before he got outside but he saw them fighting and "*Joe getting knocked down.*" Lt. Mills acknowledged both FF Watson and FF Martin were engaged in combat and both were men were throwing punches. He helped FF Martin off the ground and into his (Martin) wife's car stating "*he was definitely not coherent.*" Describing FF Martin's condition he said, "*Uh, it was like he, he just was out of focus. He couldn't really – it looked like he was looking through me. Uh, he wasn't responsive as*

far as like answering any questions. You could tell he was trying to, maybe a little bit, but he, he – his mouth wasn't really moving like he wanted it to. That could have been because it was broken; um, but there was no real response from him." Asked if he was at the scene when the Santa Rosa Sheriff's Office arrived he replied, "Uh, no. I was pulling out of the parking lot. That's what I was trying to tell 'em – you gotta get out of here, 'cuz the cops are gonna get called. I didn't want 'em getting in trouble. It was just a little – it was a fight between two guys that, you know, it just happens. It's just what happens I guess sometimes. I could tell that, you know, rubbin' – there was some friction between 'em I guess at that point, so, uh... I was just saying, "Man, just get outta here," uh, get taken care of or whatever. So, I pulled out of the parking lot 'cuz I was parked next row closer to the exit, pulled out of the parking lot and as I was making a right back on Highway 90 travelling west, I saw the Sheriff's Office pass me and pull in. I looked over and I saw they were still in the parking lot. Somebody had stopped them, from what I could tell – driving away I could tell that somebody had stopped them in the parking lot, like "you gotta wait 'til the cops get here or the ambulance gets here," or something. They saw Joe – basically, it was a bystander. And um, so I – by the time I turned back around... then I turned around, once I knew the cops were gonna be there. It was like hey, you know, it's okay... they had an, an indifference, got it figured out, you know?" At least two (2) SRSO Deputies responded to the scene. Neither FF Martin nor FF Watson wished to press charges. An ambulance was dispatched to the scene but FF Martin refused treatment. Lt. Mills expressed he was upset with FF Watson over the matter and spoke with the Deputy that was questioning FF Martin. He informed the Deputy he was FF Martin's "boss" and informed him of the situation. Later, FF Martin told Lt. Mills he did not "remember anything." Lt. Mills identified FF John Luke Sims as the responding paramedic. Referencing their conversation he stated, "No – I told, actually I told him on scene there, uh, I said "Just don't – don't talk about this too much. You don't need to talk about any of this." He was a new hire at the time." The following exchange was in reference to the instructions given to FF Sims:

CHAMPION: AND YOU TOLD HIM NOT TO SPEAK TO ANYONE ABOUT IT?

MILLS: I SAID, "IT'D BE BEST IF YOU JUST DON'T SAY ANYTHING ABOUT THIS."

CHAMPION: AND WHY WAS THAT BEST?

MILLS: 'CUZ I DIDN'T WANT RUMORS FLYING AROUND, ESPECIALLY – I WAS LOOKING OUT FOR HIS INTEREST TOO; BEING A NEW GUY, HE DIDN'T NEED TO BE INVOLVED IN THAT KIND OF STUFF 'CUZ RUMORS WERE GONNA FLY.

Lt. Mills was allowed to read the Santa Rosa Sheriff's Office Offense Report (SRSO16OFF008212) documenting the incident. He had no conflict with the reported narrative. Both FF Martin and FF Watson were allowed to sign Declination of Intent forms. He did not feel that a professional courtesy had been extended because of their profession. Lt. Mills did acknowledge their profession was made known to the responding Deputies. He acknowledged FF Martin missed approximately six (6) weeks from duty due to the injury inflicted by FF Watson. Lt. Mills stated he reported the incident to his chain-of-command thinking it was Chief Steve Booth and Chief John Hollingsworth he had contacted. Lt. Mills did not prepare any report or documents pertaining to the incident. Asked if FF Martin or FF Watson appeared intoxicated, Lt. Mills indicated his interaction was too brief for him to have made the

observation. Lt. Mills thought the matter was investigated but he was not a part of the investigation. He was not interviewed as a witness in an office setting but did have a phone conversation (believed to have been the day after the incident) with Fire Chief Patrick Grace who asked him about the incident. He did not recall the extent of the questioning. Inquiring about resulting disciplinary measures he replied, *"I believe they got some sort of a written disciplinary action. Um, I don't really remember – recall the exact extent of it, though. Which, which, um, policies were listed as being violated or anything like that, but I'm pretty sure they got a written... written letter of counseling, or either a written reprimand; I can't remember."* Lt. Mills indicated FF Martin informed him of the disciplinary measure. Lt. Mills did not know the disciplinary measure applied to FF Watson and indicated such records were retained at the *"administrative level"* located at *"Headquarters at 6575 North W Street."* Florida State Statute – Chapter 784 – ASSAULT; BATTERY; CULPABLE NEGLIGENCE – 784.03 Battery: felony battery was read to Lt Mills. He agreed the act of Battery had occurred. Lt. Mills agreed it would have been the Battalion Chief who would have approved FF Martin's leave in accordance with *Rules, Policies and Guidelines – 1110.017 - Scheduling Manpower*. Asked if the FF Martin's absence impacted the shift negatively he initially disagreed but later stated in part, *"Yeah, people – other people benefitted from it by getting overtime, and um, we had people who could fill in and do the job that he could do, so it wasn't a... our skills and abilities remained the same. Um, but it was a, uh, lack of I guess crew continuity for that extended period. That was the only difference, though. So, I wouldn't say – it's a slight negative at most, but yes."* Lt. Mills had nothing negative to say about FF and was unaware of any harassment between FF Watson and . The interview was concluded at 1335 hours.

FIREFIGHTER JOHN LUKE SIMS

On October 26, 2017, at 1200 hours, I interviewed Firefighter John Luke Sims via a telephone (850-776-5839) conversation from his residence located in Clearwater, Florida. FF Sims waived his right to representation and agreed to a request of confidentiality. He acknowledged his previous employment (February 27, 2016 thru March 20, 2017) with Escambia County Fire Rescue. When questioned about the fight between FF Joseph Martin and FF Christopher Watson on August 29, 2017, he explained he had responded as a Paramedic with Lifeguard Ambulance Service where he worked part-time. FF Sims stated he responded to *"some kind of an assault call."* He observed Joseph Martin (identified as the patient) seated in the passenger seat of a car and Daniel Mills was standing outside of the vehicle. FF Sims described FF Martin stating, *"he had, um, a – a rather large, well, basically his... the whole; I can't recall which side of the face it was, it might have been his, uh, right side of his face was very swollen, from his... basically his ear, all around his jaw – he was spitting a lot of blood out. Um, spitting it outside of the car."* He described FF Martin as being *"irate"* saying, *"I believe he told me that he was hit in the face, um, by that guy over across the way (later identified as FF Christopher Watson)."* FF Martin refused treatment and FF Sims understood the accompanying female driver was going to take Martin to the hospital. FF Sims said, *"So, I recommended that he, uh, go and get checked out because it looked obvious that he probably had some kind of facial fracture or jaw fracture at the moment, and it was, um, pretty – pretty quickly after the incident."* FF Sims observed FF Christopher Watson speaking with Deputies at the scene. Asked what the fight was about he answered in part, *"I believe I was later informed from people who had found out that he – the fight was, uh, basically caused from... I mean, they were both intoxicated. It was kind of obvious that they had been drinking a little bit, or that Joseph was a little bit intoxicated when I had"*

contact with him on scene. Um, and something about an argument ensuing, and um – honestly, I don't remember the details of anything besides just them becoming, um, besides them drinking together and getting in an argument.” Asked if Fire Lieutenant Daniel Mills indicated he had intervened, FF Sims replied, “Um, I believe – I believe, I believe that he told me that he was there and had witnessed it, and I do believe that he, uh, did say that he had to intervene. But, again... if my memory serves me well, I'm not 100% positive on that. Uh, I just know that he was there whenever I pulled up, and so, uh – from what I can remember, it being a brief conversation, is that he was there when the fight broke out and that, uh, he had taken part in trying to keep them apart.” FF Sims acknowledged he was instructed not to tell anyone about the fight saying, “Uh, Daniel Mills had asked me to just not speak about it, um, at that time because, uh, obvious – because of the obvious situation and the fact that they were all employees at the same, uh, same, uh... fire department. So, uh – he asked me not to speak of it, which I don't believe I ever talked to anybody about it until it came to light.” He recalled FF Joseph Martin missed a “couple months” from work and he was later told the jaw was broken and required surgery. FF Sims had no knowledge of the incident having been investigated by Escambia County Fire Rescue, and he was never interviewed about the matter. He had no knowledge of any disciplinary action having been administered. The Florida State Statute for the offense of Battery was read to FF Sims. He agreed a Battery had occurred. Asked if the matter warranted discipline he answered, “Um, in my professional opinion? I don't believe so. I think that, given the circumstances of two friends off duty, drunk... it should, it shouldn't have taken place in a – well, let me back that up. The more that I think about it, in a professional opinion? I do believe that maybe there could have been some sort of, uh, minor, um... I guess, uh, disciplinary action, in the sense of it happening in a public place. Uh, as two public, uh, service employees, um, and basically the incident that unfolded and what was, um – what was, I guess, brought to light for. So, I guess I do wanna say that yeah, in my, um, professional opinion, maybe a minor, um, disciplinary action should have happened to both parties involved.” He agreed the act of Battery was a crime and public servants are held to a higher standard of conduct. FF Sims was FF [redacted] coworker for a period of a few months during the “wintertime season.” Describing FF [redacted] as a person and professional he said, “So, I think, um, she had, uh, a good work ethic and was a good person overall.” She had never given him any reason to doubt her honesty or integrity. FF Sims was asked to recall an overtime detail (October 2016) involving jet skis at the beach during a triathlon. He recalled the event but did not recall FF [redacted]’ attire. He described FF [redacted] stature as “small” and did not know if the Department had wetsuits that would fit her. He agreed that an oversized wetsuit would impede a swimming detail for the purpose of water rescue. FF Sims conceded it was possible he told FF [redacted] about the fight between FF Martin and FF Watson. FF Sims had never observed any inappropriate behavior by FF [redacted], nor did he ever observe her in any attire considered unacceptable. FF Sims acknowledged he was a truck driver within nine (9) months of employment and had no previous experience. He did not know why FF [redacted] was not allowed to drive or why she wasn't trained to conduct fire truck checkoffs. FF Sims was asked to recall an automobile crash (November 2016) where vulgarities were directed at the patient who was seated in the back of a Law Enforcement vehicle. He did recall profanities being directed at the patient stating the patient was “verbally abusive.” He stated it was either “Lieutenant Rasnick or Jeff Howard” who had used the profanities. FF Sims did not recall himself having used profanities during the incident. He did not recall any citizen observers at the scene. Asked if he had witnessed such behaviors in the past he replied, “Um, no – I don't believe I'd ever witnessed

them get, uh, I guess that angry with somebody to the point to where, uh, they were speaking to somebody or a patient in that situation, um, mainly again – uh, I remember that patient becoming fairly verbally abusive towards us as a crew, so I think they let their anger get the better of them on that situation.” FF Sims stated Fire Lieutenant Rasnick apologized later to FF [redacted] for his actions at the scene. FF Sims was unaware of any workplace or sexual harassment involving FF [redacted] and FF Christopher Watson. He described his relationship with FF Watson as “just coworkers” and later said, *“Uh, the only time that I ever hung out with him outside of work was actually before I ever became – before I ever got to know him, I hung out with him and Daniel Mills, and um, Matt Taylor at the VFW before I was working at Escambia County Fire.”* The interview was concluded at 1240 hours.

On November 2, 2017, I traveled to the Public Safety Department (6675 North “W” Street, Pensacola, FL) where I met with Director Michael Weaver. I inquired of the Collective Bargaining Agreement (Specifically Article 6 – Discipline) which specifies documentation (Letter of Counseling) to be maintained at the department level. Director Weaver explained such documentation should be filed with his office. I requested a review of the personnel files for Escambia County Fire Rescue employees Christopher Watson, Joseph Martin and [redacted].

I reviewed the files in the presence of Director Weaver. There were no disciplinary forms in any of the files I reviewed.

FIRE LIEUTENANT CHARLES MCGUFFEY

On November 7, 2017, at 0831 hours, I interviewed Fire Lieutenant Charles McGuffey at the Escambia County Governmental Complex located at 221 Palafox Place in Pensacola, Florida. Lt. McGuffey waived his right to representation and agreed to a request of confidentiality. Lt. McGuffey established he would have eighteen (18) year’s tenure with Escambia County Fire Rescue on January 28, 2018. He agreed he had been properly trained, was familiar with policies and procedures, and performed his duties accordingly. He has been a Fire Lieutenant for three (3) years. Lt. McGuffey established he was FF [redacted] supervisor for approximately six (6) to eight (8) months in 2016, and she had never given him any reason to doubt her honesty or integrity and he had never known her to be untruthful. Describing her as a professional he said, *“As a professional, she gave it her all. She, uh, trained with us every day. Uh, never had any issues; outside of work, I never had any experience with her. Uh, never hung out really after work, so I don’t know how it is after that. That was the question?”* He was not aware he had told FF [redacted] not to be alone with FF Christopher Watson. Lt. McGuffey did recall an incident when FF Watson would not accept a check from FF [redacted] for a purchase pertaining to Union business. Asked about a Florida Professional Firefighters Conference where FF Watson was alleged to have made comments about fighting, Lt. McGuffey recalled the conference was in Jacksonville, Florida in 2016. He said, *“Uh, no sir. [Pause] He, he did say if we had gotten in a fight, he was taking off. He didn’t say I want to get in a fight, he had said that if we had gotten in a fight that he was gonna take off.”* The following exchange was in reference to remarks made by FF Watson at the conference:

CHAMPION: DO YOU HAVE, UH, RECALL HAVING SPECIFIC CONVERSATION WITH CHRISTOPHER WATSON AT THE CONFERENCE ABOUT ,

MCGUFFEY: UH, I DO BELIEVE WE DISCUSSED THAT HE DOESN'T FEEL THAT SHE HAS A PLACE IN THE FIRE DEPARTMENT.

CHAMPION: OKAY, UH – SHE SPECIFICALLY, OR GENDER SPECIFIC?

MCGUFFEY: UH, GENDER PECIFIC [sic].

CHAMPION: TELL ME A LITTLE BIT ABOUT THAT.

MCGUFFEY: HE HAD SAID THAT SHE, UH, COULDN'T PULL HER OWN WEIGHT. UM, THAT HE FELT THAT, THAT HE WOUL-, SHE WOULDN'T BE ABLE TO PULL HIM, OR A FEMALE WOULDN'T BE ABLE TO PULL HIM OUT OR MYSELF OUT OF A FIRE IF WE WENT DOWN. UH, PRETTY MUCH THE BASICS OF THE WHOLE CONVERSATION. TALKING ABOUT, YOU KNOW, PHYSICAL ABILITY OF HER OR ANY OTHER FEMALE THAT WE WOULD HAVE.

CHAMPION: UH, DID YOU DEFEND HER? DID YOU AGREE WITH HIM?

MCGUFFEY: I TOLD HIM THAT SHE HAS PULLED ME AROUND THE FIRE STATION IN BAY FOUR MULTIPLE TIMES.

The following exchange was in reference to the abilities of FF

CHAMPION: SO, UM – BASED UPON YOUR PROFESSIONAL ASSESSMENT – YOU SAID YOU'VE BEEN DOING THIS ALMOST EIGHTEEN YEARS?

MCGUFFEY: YES SIR.

CHAMPION: UM, IS . CAPABLE FIREFIGHTER?

MCGUFFEY: DURING ALL OF TRAINING SCENARIOS WE DID AT THE STATION WHILE SHE WAS UNDER ME, SHE, UH, PERFORMED AT TASK AND DID EVERYTHING ASKED OF HER. SHE WAS ABLE TO PULL ME AROUND THE BAY FLOOR IN FULL BUNKER GEAR. UH, UNDER – WHILE SHE HAD ALL OF HER PPE ON. SO, SHE HAD NO PROBLEM – I NEVER WITNESSED ANY ISSUES WITH HER BEING ABLE TO PERFORM.

CHAMPION: OKAY, AND OF COURSE THIS IS THE YEAR 2017.

MCGUFFEY: ABSOLUTELY.

CHAMPION: AND, IS THERE ANY PLACE FOR GENDER PREJUDICE?

MCGUFFEY: NO SIR.

Lt. McGuffey explained the remarks had been made by FF Watson at a bar (in the evening) while they were at the conference. He did not recall suggesting they send a video to FF Watson proving FF . . . ability to drag him. The following exchange was in reference to the treatment of FF

CHAMPION: ARE YOU AWARE OF ANY WRONGDOING OR MISTREATMENT OF FIREFIGHTER
HER CAPACITY AS A FIREFIGHTER WITH ESCAMBIA COUNTY FIRE
RESCUE?

MCGUFFEY: UH, ONLY WHAT I'VE HEARD.

CHAMPION: AND . . .

MCGUFFEY: NEVER – I NEVER WITNESSED ANY WRONGDOING.

CHAMPION: WHEN YOU SAY WHAT YOU'VE HEARD – FROM HER, FROM OTHERS, OR BOTH?

MCGUFFEY: UH, FROM HER AND OTHERS.

CHAMPION: WHAT DO YOU RECALL, UH TELLING YOU?

MCGUFFEY: UM, SHE SAID WHILE SHE WAS WORKING OUT AT PERDIDO KEY, UH, STATION NINETEEN, THAT PEOPLE WOULD PUT APPLICATIONS ON HER BED. YOU KNOW, TO OTHER PLACES. UM, SHE SAID SHE HAD TO TRAIN BY HERSELF AT NIGHT BECAUSE NOBODY WOULD TRAIN HER. SHE SAID THAT, UH, ONCE THEY WENT TO SLEEP, THEY TOLD HER THAT THAT'S WHEN SHE NEEDED TO DO THE CLEANING. THIS IS – IT'S ALL HEARSAY. THIS IS, YOU KNOW, SHE – I'VE HEARD IT FROM MULTIPLE OTHER PEOPLE, I'VE HEARD IT FROM HER. I DIDN'T WITNESS NOT-, ANY OF IT, NONE OF THOSE PEOPLE TOLD ME THEY ACTED THAT WAY. UM, SHE SAID THAT ONE OF THE FIREFIGHTERS THERE, UH, SAID "LET THE BITCH DO IT." THAT'S JUST WHAT I'VE HEARD FROM HER, AND I'VE HEARD FROM HEARSAY FROM OTHER PEOPLE. UM, OTHER THAN THAT – I'VE NEVER, I'VE NEVER WITNESSED ANYBODY GIVE HER AN APPLICATION SOMEWHERE ELSE. I'VE NEVER WITNESSED ANYBODY BE RUDE TO HER. ALL, ALL – EVERYTHING I'VE HEARD IS ALL HEARSAY, UH, FROM MULTIPLE OTHER PEOPLE BUT NEVER WITNESSED ANYTHING MYSELF.

The conversation continued:

CHAMPION: DID THE THINGS THAT YOU HEARD FROM THE OTHER PEOPLE SUPPORT THE ALLEGATIONS SHE WAS MAKING?

MCGUFFEY: IT WAS THE SAME THING THAT SHE WAS SAYING, YES SIR.

CHAMPION: UH, "LET THE BITCH DO IT?"

MCGUFFEY: YEAH – I'VE H-, I'VE HEARD THAT FROM OTHER PEOPLE AND I'VE HEARD THAT FROM HER.

Asked if he had any reason to doubt what FF [redacted] had told him he answered, "Uh, I didn't doubt that she got, um – I didn't doubt that she, uh, she had heard someone call her a bitch or, or 'let the bitch do it.' I didn't doubt that, uh, they wouldn't train her, that she had to train her-, you know, do some stuff on her own. Uh, I didn't doubt that, um – I didn't doubt that she was getting' mis-, you know, different attitudes from other people, uh, when she told me she felt like she was being un-, treated, uh, different than the guys. She – I never caught her in any lies. I mean, she – there's nothing that she told me that, that I felt was a bald faced lie. You know? She... I had no reason to think she was lying. Is that what . . ." Asked about inappropriate behavior involving FF [redacted]

McGuffey stated he had heard her talk about sex and told her it was inappropriate. There was not a recurrence. Addressing sleeping attire, he denied the men were allowed to sleep in their underwear. He explained they were to sleep in their shorts but if they weren't he wasn't informed. He acknowledged he helped FF [redacted] EMT pay but explained she had not qualified ("checked off") for Paramedic pay at the time. She was transferred to work under another Paramedic and was later qualified. He explained the shower situation but also acknowledged they had been at two (2) different Stations. At one Station he was aware the lock was broke but thought it had gotten repaired. He did not know if there was a gap on the shower door that might allow one to view into the shower. Asked about Battalion Chief Kurt Isaacson (known as Chief Ike), he acknowledge the Chief had told FF [redacted] she could not work for him. He said, "He, uh – he had a meeting with me, myself and [redacted] one day. Came in and all of us sat down privately in my office, and uh, he – he told her that he didn't... he, he was being honest with her. He said, you know, 'I didn't want you on my shift,' he said, and this is the reason. He said, 'I worked with you father for ten years.' He said, 'I didn't want that on my mind, I didn't want to be in charge of you and somethin' happen, and then now I gotta... your dad's my good friend, and then I don't – I didn't want your dad to think I let something happen to you.' that's what he explained – that's how he explained it." He did not recall him and Chief Hollingsworth having to approve gym shorts for FF [redacted] but he did recall her shorts were different. He was not aware of the department not having female shorts. Lt. McGuffey stated everyone was aware there was an investigation being conducted and said, "Uh, there's – I mean, everybody knows about this stuff we discussed. Uh, you know, the one training her. Um, the guy, uh, one of the firefighters callin', sayin' 'let the bitch do the work.' everybody knows she, her and Chris had issues. It's not a secret." The interview was concluded at 0912 hours.

FIREFIGHTER ALLEN HARRISON

On November 8, 2017, at 0855 hours, I interviewed Firefighter Allen Harrison at the Escambia County Governmental Complex located at 221 Palafox Place in Pensacola, Florida. FF Harrison was accompanied by International Association of Firefighters Local 4131 Representative Nicholas Gradia. Both he and his Representative agreed to a request of confidentiality. FF Harrison established he had begun his career with Escambia County Fire Rescue a part-time capacity in 2010, and full-time in 2015. He agreed he had been properly trained, was familiar with policies and procedures, and performed his duties accordingly. FF Harrison previously worked with FI [redacted] (January thru August 2016) for approximately six (6) months. He had no reason to doubt her honesty or integrity. Asked if FF [redacted] been professional in

his presence he replied, *"Uh, at times, yes – and... [pause] with customers, yes. Uh, the public and all that. One of her outfits professional? I would say no. Like, one of her after hours shorts, probably wasn't I would say. It's not part of our uniform – our gym attire, which we're allowed to wear after hours at five."* He had not known FF be untruthful. The only matter he recalled involving FF FF Christopher Watson was a Union issue in which FF Watson would not accept a check from FI r the purchase of Union Challenge Coins. FF Harrison did not recall advising FF not to be alone with FF Watson. FF Harrison became defensive during the following exchange:

CHAMPION: HAS FIREFIGHTER CHRISTOPHER WATSON EVER SPOKEN WITH YOU, OR IN YOUR COMPANY ABOUT THE TOPIC OF FEMALES IN YOUR CAREER FIELD OF FIREFIGHTING?

HARRISON: NO.

CHAMPION: HAS FIREFIGHTER CHRISTOPHER WATSON EVER TOLD YOU FIREFIGHTER COULD NOT PERFORM HER JOB?

HARRISON: NO – AND JUST, IF WE'RE SITTIN' HERE TRYIN' TO... I MEAN, I KNOW YOU'RE WANTING ME, BUT IF WE'RE JUST SITTIN' HERE TRYING TO GET ME TO PICK APART EACH OF THESE TWO, I DON'T EVEN WANT TO TALK ABOUT IT ANYMORE. SO, I MEAN, I DON'T WANT TO ANSWER THE QUESTIONS. SO, I SEE WHERE WE'RE STARTING TO GO WITH SOME OF THESE QUESTIONS – I DON'T KNOW SPECIFICS, SO I'M NOT GONNA MAKE COMMENTS ON 'EM. SO ...

CHAMPION: FOR CLARITY ...

HARRISON: ... I WOULD JUST ...

CHAMPION: FOR CLARITY, IT'S NOT WHAT I WANT. I'M ASKING YOU SPECIFIC QUESTIONS, IF YOU'VE EVER WITNESSED ...

HARRISON: WELL, I KNOW YOU'RE DIRECTED TO ASK THOSE QUESTIONS, OR THAT'S WHAT YOU'RE SUPPOSED TO ASK ME.

CHAMPION: SO, DO YOU WISH TO NO LONGER PARTICIPATE?

HARRISON: I WISH TO NO LONGER PARTICIPATE.

Due to the lack of FF Harrison's cooperation and refusal to participate, I was unable to question him in regards events he may have heard or witnessed. The interview was concluded at 0911 hours.

On October 25, 2017, at approximately 1634 hours, IAFF Representative Nicholas Gradia left a telephone message indicating his knowledge of Firefighter Christopher Watson having been served. He indicated Attorney Jim Brantley with the firm Donnelly + Gross should be contacted in regards to the investigation. The information was forwarded to County Attorney Alison

FINDINGS:

The following findings are **SUSTAINED** regarding Firefighter Christopher Watson:

1. Violation Reference – EV-15

- **Infraction** – Gross misconduct to include, but not limited to, physical violence, threats of physical violence or engaging in offensive conduct or language toward the public, supervisory personnel, or fellow employees.
- **Category** – Ethics Violation

The criminal incident of Battery on August 29, 2016, occurred off duty. However, ESCAMBIA COUNTY FIRE-RESCUE Standard Operating Guidelines - **DEFINITIONS**, specifically Off-Duty reflects: *A member is off duty on his days off and when on authorized leave and free of the responsibility of performing usual routine duties. Technically, a member is on duty at all times and may be subject to recall at any time.* The level of disciplinary action imposed was said to have possibly been a Letter of Counseling, but there was no supporting record of discipline on file. The preponderance of evidence sustains the chain-of-command knew of the infraction due to Lt. Daniel Mills having reported the incident and the subsequent meeting between Fire Chief Patrick Grace, Fire Lieutenant Nicholas Gradia, Firefighter Joseph Martin, Firefighter Christopher Watson and an unidentified IAFF Representative.

The COLLECTIVE BARGAINING AGREEMENT BETWEEN THE ESCAMBIA COUNTY BOARD OF COUNTY COMMISSIONERS AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 4131 2015-2018 reflects the following notable points:

(Page 12)

ARTICLE 6 – DISCIPLINE

6.02 Types of Discipline

A. The types of disciplinary action, in order of severity, are:

1. **Letter of Counseling** – A Letter of Counseling is the least severe type of disciplinary action and may be used to admonish an employee for committing a minor violation when verbal counseling, correction and/or guidance has failed to provide the necessary corrective action. The “Notice of Letter of Counseling” provides documentation that the counseling occurred, outlining the shortcomings or violations and then offering recommendations for improvement. Documentation is maintained at the department level.

(Page 13 & 14)

6.03 In General

- A. For purposes of progressive discipline, the BCC will not rely upon any disciplinary action in excess of two (2) years old, unless the violation is the type of conduct that is prohibited by state or federal law or is a traffic/vehicle violation or negligence.
- B. Any disciplinary action placed in an employee’s official personnel file shall remain a part of the official file for the minimum two (2) year statutory requirement established by the Records Retention Schedule of the State of Florida.

- I. An employee may not be punished more than once for the same offense by any other management official of the BCC. Previous offenses may, however, be taken into account when considering future discipline. Disciplinary actions by law enforcement or any other outside agency does not prohibit the BCC from also taking disciplinary action. For example, if an employee is issued a citation by law enforcement during the investigation of an "at fault" accident, this does not prohibit the BCC from imposing disciplinary action as well.
- K. In addition to a thorough narrative of the offense in question, the supervisor should cite any applicable "Violation Reference" code found on the table of Tab 6A. More than one violation may be cited in making record of the disciplinary action. The specific action or punishment taken is at the discretion of the supervisor administering the discipline.

Page 16 reflects the Recommended Guidelines For Disciplinary Actions (Tab 6A) listing the following LEGEND as applicable to the incident:

- Violation Reference – EV-15
- Infraction – Gross misconduct to include, but not limited to, physical violence, threats of physical violence or engaging in offensive conduct or language toward the public, supervisory personnel, or fellow employees.
- Category – Ethics Violation
- First Offense - Termination

The act of violence that occurred on August 29, 2016, is criminal in nature as defined by Florida Statute [Chapter 784 ASSAULT; BATTERY; CULPABLE NEGLIGENCE 784.03 Battery; felony battery.] The physical violence/offensive conduct is evident due to the fact the Santa Rosa Sheriff's Office was notified and dispatched to the scene. The act of Battery was violent and is evident due to Firefighter Joseph Martin sustaining a broken jaw as a result of physical force. Furthermore, EMS was summoned to the scene by law enforcement based upon their assessment of the injury. Lt. Daniel Mills acknowledged he observed both Christopher Watson and Joseph Martin engaged in combat. Firefighter Joseph Martin identified Firefighter Christopher Watson as his assailant. The incident was not minor in nature and was avoidable. The incident/behavior impacted Escambia County Fire Rescue in a negative manner due to Firefighter Joseph Martin missing six (6) weeks of work due to the injury inflicted upon him by Firefighter Christopher Watson.

2. Violation Reference – EV14

- Infraction – Violation of the County's discrimination and/or unlawful harassment policies
- Category – Ethics Violation

Reference: County Commissioners Equal Employment Opportunity Plan Policy – Section II Part C.8, Page #6, B. Unlawful Harassment Policy:

SPECIFICALLY: County Commissioners Equal Employment Opportunity Plan Policy – Section II Part C.8, Page #6, B. Unlawful Harassment Policy:

B. Unlawful Harassment Policy

1. Purpose

This policy is adopted for the purpose of providing a harassment-free work environment for all Board of County Commissioner employees and for resolving disputes between County employees arising out of unlawful harassment in the workplace. This policy is not intended to create a right of action or entitlement to damages or any expansion of legal remedies now provided by either federal or state law.

2. Scope

This policy shall apply to all employees of the County. This includes classified, unclassified, full-time, part-time, regular, probationary, temporary, term, intermittent and relief employees. Employees contracted for work through an agency other than the County, and who are paid by that agency, are not subject to the provisions of this policy. Contract employees are subject to the provisions of their employer's unlawful harassment policies.

3. General

It is the policy of the County that employees are able to work in an environment free of unlawful harassment. Unlawful harassment violates Title VII of the Civil Rights Act of 1964. Unlawful harassment is also illegal under Florida law, and under the regulatory guidelines of the Equal Employment Opportunity Commission (EEOC).

Unlawful Harassment of an employee by a supervisor, manager, or co-worker, or unlawful harassment of a supervisor by an employee on the basis of race, religion, color, national origin, disability, medical condition, marital status, gender, age, or sexual orientation is prohibited.

Each Bureau Chief, Deputy, Manager or Supervisor shall endeavor to provide a work environment free from unlawful harassment. Bureau Chiefs shall have managers and supervisors inform their employees of this policy and the complaint procedure herein, and shall endeavor to have managers and supervisors report instances of unlawful harassment to the respective supervisors, or the Human Resources Manager or designee. All employees are encouraged to be aware of and sensitive to potential incidents of unlawful harassment.

Disciplinary action, up to and including termination, may be imposed for behavior described in the following definitions of unlawful harassment as it applies to the above listed protected classes.

4. Types of Unlawful Harassment

The following types of unlawful harassment violate Title VII of the Civil Rights Act of 1964.

- a. Verbal Harassment – epithets, derogatory comments or slurs
- b. Physical Harassment – physical conduct that is sexual and offensive in nature
- c. Visual Harassment – derogatory jests, posters, notices, bulletins, cartoons, or drawings
- d. Sexual Harassment – sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
 1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual, employment; or
 2. Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individuals; or

3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Firefighter Christopher Watson violated the policy in the following manner:

- **Verbal Harassment** - Inappropriate verbal remarks
- **Physical Harassment** - Unwanted touching
- **Sexual Harassment** – Rape Game incident

The behaviors exhibited by Firefighter Christopher Watson created the concern and worry subsequently reported by Firefighter _____ Firefighter Watson's behavior was disrespectful and unprofessional, thus creating an offensive working environment for Firefighter _____

The ensuing investigation by Internal Affairs revealed there were multiple occurrences of inappropriate behavior by Firefighter Christopher Watson. Statements provided by other Escambia County Fire Rescue employees supported the behaviors alleged by Firefighter _____

Firefighter Christopher Watson violated the Unlawful Harassment Policy by committing the act Verbal Harassment when he voiced his opinion to Fire Lieutenant Charles McGuffey, Firefighter Jonathan Page and Firefighter _____ indicating females did not belong in the occupation of Firefighter.

Firefighter Christopher Watson violated the Unlawful Harassment Policy by committing the act Physical Harassment when he physically restrained Firefighter Jonathan Page and asked if he wanted to play the "Rape Game." Firefighter Page indicated the action was unwelcome and against his will. The physical conduct was both sexual and offensive in nature.

Firefighter Christopher Watson violated the Unlawful Harassment Policy by committing the act Sexual Harassment due to the incident of the "Rape Game" being verbal and physical conduct of a sexual nature. Firefighter Jonathan Page indicated Firefighter _____ was "bothered" by the incident. Firefighter Christopher Watson's actions (Verbal, Physical and Sexual) leant to creating or contributing to an environment prescribed by the County Commissioners Equal Employment Opportunity Plan Policy – Section II Part C.8, Page #6, B. Unlawful Harassment Policy (Sexual Harassment 4. d. 3.) as: Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment. Firefighter _____ the incident of the "Rape Game" resulted in her sleeping with her door locked and having a fear of Firefighter Christopher Watson.

The COLLECTIVE BARGAINING AGREEMENT BETWEEN THE ESCAMBIA COUNTY BOARD OF COUNTY COMMISSIONERS AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 4131 2015-2018 reflects the following:

Page 16 reflects the **Recommended Guidelines For Disciplinary Actions (Tab 6A)** listing the following LEGEND as applicable to the incident:

- **Violation Reference – EV-14**
- **Infraction – Violation of the County's discrimination and/or unlawful harassment policies.**
- **Category – Ethics Violation**
- **First Offense – Written Reprimand**

I, the undersigned, do hereby swear, under penalty of perjury, that, to the best of my knowledge, information, and belief, I have not knowingly or willingly deprived, or allowed another to deprive, the subject of the investigation of any of the rights contained in ss. 112 Part VIII FIREFIGHTERS, Florida Statutes.

Under penalties of perjury, I further declare that I have read the foregoing report of investigation and that the contents of the report are true and accurate to the best of my knowledge, information, and belief.

**SERGEANT JERRY CHAMPION, #2036
ESCAMBLA COUNTY CORRECTIONS
INTERNAL AFFAIRS UNIT**

FINDINGS

The following findings are **SUSTAINED** regarding Firefighter Christopher Watson:

1. Violation Reference – EV-15

- **Infraction – Gross misconduct to include, but not limited to, physical violence, threats of physical violence or engaging in offensive conduct or language toward the public, supervisory personnel, or fellow employees.**
- **Category – Ethics Violation**

Violation Reference – EV-17

- **Infraction – Gross misconduct which reflects very unfavorably upon the image and ethics of the County as an employer, whether on or off duty.**
- **Category – Ethics Violation**

The criminal incident of Battery on August 29, 2016, occurred off duty. However, ESCAMBIA COUNTY FIRE-RESCUE Standard Operating Guidelines - **DEFINITIONS**, specifically Off-Duty reflects: *A member is off duty on his days off and when on authorized leave and free of the responsibility of performing usual routine duties. Technically, a member is on duty at all times and may be subject to recall at any time.* The level of disciplinary action imposed was said to have possibly been a Letter of Counseling, but there was no supporting record of discipline on file. The preponderance of evidence sustains the chain-of-command knew of the infraction due to Lt. Daniel Mills having reported the incident and the subsequent meeting between Fire Chief Patrick Grace, Fire Lieutenant Nicholas Gradia, Firefighter Joseph Martin, Firefighter Christopher Watson and an unidentified IAFF Representative.

The COLLECTIVE BARGAINING AGREEMENT BETWEEN THE ESCAMBIA COUNTY BOARD OF COUNTY COMMISSIONERS AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 4131 2015-2018 reflects the following notable points:

(Page 12)

ARTICLE 6 – DISCIPLINE

6.02 Types of Discipline

A. The types of disciplinary action, in order of severity, are:

1. **Letter of Counseling** – A Letter of Counseling is the least severe type of disciplinary action and may be used to admonish an employee for committing a minor violation when verbal counseling, correction and/or guidance has failed to provide the necessary corrective action. The “Notice of Letter of Counseling” provides documentation that the counseling occurred, outlining the shortcomings or violations and then offering recommendations for improvement. Documentation is maintained at the department level.

(Page 13 & 14)

1.03 In General

- A. For purposes of progressive discipline, the BCC will not rely upon any disciplinary action in excess of two (2) years old, unless the violation is the type of conduct that is prohibited

by state or federal law or is a traffic/vehicle violation or negligence.

- B. Any disciplinary action placed in an employee's official personnel file shall remain a part of the official file for the minimum two (2) year statutory requirement established by the Records Retention Schedule of the State of Florida.
- I. An employee may not be punished more than once for the same offense by any other management official of the BCC. Previous offenses may, however, be taken into account when considering future discipline. Disciplinary actions by law enforcement or any other outside agency does not prohibit the BCC from also taking disciplinary action. For example, if an employee is issued a citation by law enforcement during the investigation of an "at fault" accident, this does not prohibit the BCC from imposing disciplinary action as well.
- K. In addition to a thorough narrative of the offense in question, the supervisor should cite any applicable "Violation Reference" code found on the table of Tab 6A. More than one violation may be cited in making record of the disciplinary action. The specific action or punishment taken is at the discretion of the supervisor administering the discipline.

Page 16 reflects the **Recommended Guidelines For Disciplinary Actions (Tab 6A)** listing the following **LEGEND** as applicable to the incident:

- **Violation Reference – EV-15**
- **Infraction – Gross misconduct to include, but not limited to, physical violence, threats of physical violence or engaging in offensive conduct or language toward the public, supervisory personnel, or fellow employees.**
- **Category – Ethics Violation**
- **First Offense – Termination**

Page 16 reflects the **Recommended Guidelines For Disciplinary Actions (Tab 6A)** listing the following **LEGEND** as applicable to the incident:

- **Violation Reference – EV-17**
- **Infraction – Gross misconduct which reflects very unfavorably upon the image and ethics of the County as an employer, whether on or off duty.**
- **Category – Ethics Violation**
- **First Offense – Written Reprimand**

Page 13 reflects **6.02 Types of Discipline, #5 Termination** – Termination from employment is the most severe form of discipline. It is normally used when an employee has been disciplined repeatedly and commits yet another infraction. It may also be used when the employee has committed a very serious infraction, regardless of disciplinary history. For classified employees, it will be submitted for approval on the form, "Notice of Disciplinary Action."

The act of violence that occurred on August 29, 2016, is criminal in nature as defined by Florida Statute [Chapter 784 ASSAULT; BATTERY; CULPABLE NEGLIGENCE 784.03 Battery; felony battery.] The physical violence/offensive conduct is evident due to the fact the Santa Rosa Sheriff's Office was notified and dispatched to the scene. The act of Battery was violent

and is evident due to Firefighter Joseph Martin sustaining a broken jaw as a result of physical force. Furthermore, EMS was summoned to the scene by law enforcement based upon their assessment of the injury. Lt. Daniel Mills acknowledged he observed both Christopher Watson and Joseph Martin engaged in combat. Firefighter Joseph Martin identified Firefighter Christopher Watson as his assailant. The incident was not minor in nature and was avoidable. The incident/behavior impacted Escambia County Fire Rescue in a negative manner due to Firefighter Joseph Martin missing six (6) weeks of work due to the injury inflicted upon him by Firefighter Christopher Watson.

2. Violation Reference – EV14

- **Infraction – Violation of the County's discrimination and/or unlawful harassment policies**
- **Category – Ethics Violation**

Reference: County Commissioners Equal Employment Opportunity Plan Policy – Section II Part C.8, Page #6, B. Unlawful Harassment Policy:

SPECIFICALLY: County Commissioners Equal Employment Opportunity Plan Policy – Section II Part C.8, Page #6, B. Unlawful Harassment Policy:

B. Unlawful Harassment Policy

1. Purpose

This policy is adopted for the purpose of providing a harassment-free work environment for all Board of County Commissioner employees and for resolving disputes between County employees arising out of unlawful harassment in the workplace. This policy is not intended to create a right of action or entitlement to damages or any expansion of legal remedies now provided by either federal or state law.

2. Scope

This policy shall apply to all employees of the County. This includes classified, unclassified, full-time, part-time, regular, probationary, temporary, term, intermittent and relief employees. Employees contracted for work through an agency other than the County, and who are paid by that agency, are not subject to the provisions of this policy. Contract employees are subject to the provisions of their employer's unlawful harassment policies.

3. General

It is the policy of the County that employees are able to work in an environment free of unlawful harassment. Unlawful harassment violates Title VII of the Civil Rights Act of 1964. Unlawful harassment is also illegal under Florida law, and under the regulatory guidelines of the Equal Employment Opportunity Commission (EEOC).

Unlawful Harassment of an employee by a supervisor, manager, or co-worker, or unlawful harassment of a supervisor by an employee on the basis of race, religion, color, national origin, disability, medical condition, marital status, gender, age, or sexual orientation is prohibited.

Each Bureau Chief, Deputy, Manager or Supervisor shall endeavor to provide a work environment free from unlawful harassment. Bureau Chiefs shall have managers and supervisors inform their employees of this policy and the complaint procedure herein, and shall endeavor to have managers and supervisors report instances of unlawful

harassment to the respective supervisors, or the Human Resources Manager or designee. All employees are encouraged to be aware of and sensitive to potential incidents of unlawful harassment.

Disciplinary action, up to and including termination, may be imposed for behavior described in the following definitions of unlawful harassment as it applies to the above listed protected classes.

4. Types of Unlawful Harassment

The following types of unlawful harassment violate Title VII of the Civil Rights Act of 1964.

- a. Verbal Harassment – epithets, derogatory comments or slurs
- b. Physical Harassment – physical conduct that is sexual and offensive in nature
- c. Visual Harassment – derogatory jests, posters, notices, bulletins, cartoons, or drawings
- d. Sexual Harassment – sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
 1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual, employment; or
 2. Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individuals; or
 3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Firefighter Christopher Watson violated the policy in the following manner:

- **Verbal Harassment** - Inappropriate verbal remarks
- **Physical Harassment** - Unwanted touching
- **Sexual Harassment** – Rape Game incident

The behaviors exhibited by Firefighter Christopher Watson created the concern and worry subsequently reported by Firefighter Firefighter Watson's behavior was disrespectful and unprofessional, thus creating an offensive working environment for Firefighter

The ensuing investigation by Internal Affairs revealed there were multiple occurrences of inappropriate behavior by Firefighter Christopher Watson. Statements provided by other Escambia County Fire Rescue employees supported the behaviors alleged by Firefighter

Firefighter Christopher Watson violated the Unlawful Harassment Policy by committing the act Verbal Harassment when he voiced his opinion to Fire Lieutenant Charles McGuffey, Firefighter Jonathan Page and Firefighter indicating females did not belong in the occupation of Firefighter.

Firefighter Christopher Watson violated the Unlawful Harassment Policy by committing the act Physical Harassment when he physically restrained Firefighter Jonathan Page and asked if he wanted to play the "Rape Game." Firefighter Page indicated the action was unwelcome and against his will. The physical conduct was both sexual and offensive in nature.

Firefighter Christopher Watson violated the Unlawful Harassment Policy by committing the act Sexual Harassment due to the incident of the "Rape Game" being verbal and physical conduct of a sexual nature. Firefighter Jonathan Page indicated Firefighter "bothered" by the incident. Firefighter Christopher Watson's actions (Verbal, Physical and Sexual) leant to creating or contributing to an environment prescribed by the County Commissioners Equal Employment Opportunity Plan Policy – Section II Part C.8, Page #6, B. Unlawful Harassment Policy (Sexual Harassment 4. d. 3.) as: Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment. Firefighter stated the incident of the "Rape Game" resulted in her sleeping with her door locked and having a fear of Firefighter Christopher Watson.

The COLLECTIVE BARGAINING AGREEMENT BETWEEN THE ESCAMBIA COUNTY BOARD OF COUNTY COMMISSIONERS AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 4131 2015-2018 reflects the following:

Page 16 reflects the **Recommended Guidelines For Disciplinary Actions (Tab 6A)** listing the following LEGEND as applicable to the incident:

- Violation Reference – EV-14
- Infraction – Violation of the County's discrimination and/or unlawful harassment policies.
- Category – Ethics Violation
- First Offense – Written Reprimand

The preponderance of evidence reflected a pattern of harassment and abusive behavior. The severity of the harassment/behavior is beyond the level of a 'First Offense'; being conduct that is a very serious infraction and prohibited by law.

I, the undersigned, do hereby swear, under penalty of perjury, that, to the best of my knowledge, information, and belief, I have not knowingly or willingly deprived, or allowed another to deprive, the subject of the investigation of any of the rights contained in ss. 112 Part VIII FIREFIGHTERS, Florida Statutes.

Under penalties of perjury, I further declare that I have read the foregoing report of investigation and that the contents of the report are true and accurate to the best of my knowledge, information, and belief.


SERGEANT JERRY CHAMPION, #2036
ESCAMBIA COUNTY CORRECTIONS
INTERNAL AFFAIRS UNIT